DOCUMENT RESUME

ED 210 549 CE 030 856

AUTHOR	Hurst, Marsha; Zambrana, Ruth E.
TITLE	Determinants and Consequences of Maternal Employment: An Annotated Bibliography, 1968-1980.
INSTITUTION	Business and Professional Women's Foundation, Washington, D.C.
PUB DATE	81
NOTE	88p.
AVAILABLE FROM	Business and Professional Women's Supply Service, Inc., 11722 Parklawn Dr., Rockville, MD 20852 ($3.75).
EDRS PRICE	MF01/PC04 Plus Postage.
DESCRIPTORS	Annotated Bibliographies; Child Welfare; Employed Parents; *Employed Women; Family Relationship; *Mothers; *Parent Child Relationship

ABSTRACT

This bibliography contains annotations to over 200 books, reports, papers, and articles on maternal employment. It focuses on critical issues related to maternal employment and the effects of maternal employment on women, their children, and their families. An introduction describes the bibliography and identification of the literature reviewed and briefly reviews some of the resources. The bibliography is organized by genre. Articles in professional journals and clinical studies are most extensively reviewed. They are divided by subtopics: why women work, effects on children, effects on the family, and changing concepts and images of the working mother. Other genres of resources are working mother content of popular child-rearing books, bibliographies on working women, and children's books. For each resource this information is provided: author(s), title, source or place of publication and publisher, date or page numbers, and annotation. A list of technical and governmental reports and papers on maternal employment concludes the bibliography. (YLB)

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Determinants and Consequences of MATERNAL EMPLOYMENT:

An Annotated Bibliography 1968-1980

Marsha Hurst
and
Ruth E. Zambrana

CE 030 856

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Acknowledgments

We wish to acknowledge the invaluable involvement and assistance of Gloria Booker of the Department of Community Medicine, Mount Sinai School of Medicine, and the research assistance of Rona Wasserman and Joy Sarfaty.

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Introduction: Resources, 1968-1980

More than half the women in the United States with children under age 18 work outside the home. One-third of preschool age children have working mothers; the fastest growth of women in the labor force is among women with children under 6. But although the working mother can no longer be considered an oddity, her dual role does not fit easily into the contemporary structure of American society. The practical difficulties she faces are compounded by emotional complexities and strains in her life.

A substantial literature now exists about working mothers and their families, but little of it is accessible to the working mother. Popular childbearing literature contains practically no reference studies that identify the actual effects of maternal employment on children. Instead, it tends to reflect and reinforce cultural proscriptions against working.

The purpose of this bibliography is to provide the reader with a systematic and comprehensive review of the diverse literature on maternal employment. The bibliography focuses on critical issues related to maternal employment and the effects of maternal employment on women, their children and their families.

The bibliography is organized by topics within genres, including technical and governmental reports and papers, books about working mothers, articles in professional journals, "working mother" sections in popular childrearing books, children's books about working mothers, and related bibliographies. Articles in professional journals are the most extensively reviewed. They are divided by subtopics: why women work, the effects of maternal employment on children, and the effects of maternal employment on the family. Brief reviews seek to provide the full context of the popular literature on childrearing.

It is our hope that this bibliography will reach and help the working mother herself or the professionals who serve the families of working mothers. Pediatricians, family practitioners, social workers, and teachers need to familiarize themselves with the resources and research findings related to working mothers.

In the last decade, research and discussion on maternal employment has been prolific. We drew on major data banks to identify the literature reviewed in this bibliography. Technical and government reports were located through the National Technical Information Service (NTIS) and journal articles were identified by computer searches in Medlars, ERIC, Sociological Abstracts, and Psychological Abstracts.

Technical and government reports and papers provide the best statistical portrait of the working mother. The most consistent reporting on this subject appears in the *Monthly Labor Review*. The number of articles from this publication are listed in the bibliography. These articles tend to contain the most recent data on working mothers and their families and descriptions of trends. The Department of Labor also publishes periodic pamphlets on working mothers, their children, and/or their families. Available at good libraries, these pamphlets give useful current data and some description, but little or no analysis or discussion.

A third type of government resource, more difficult to obtain, are the lengthy reports produced by recipients of government grants or contracts to research issues related to maternal employment. An example of this type of report is Erikson's study of home and work roles among a cohort of women (see section VI) in which work attachment is related to characteristics of children (age and number) and mothers (age and education) using data collected from the National Longitudinal Survey (NLS). Most of these reports later appear as articles in professional journals. All can be obtained (at some cost) through NTIS, but most lay people do not have access to the list of topics funded by the government agencies, or to the NTIS listings of publications.

The National Longitudinal Survey conducted by the Center for Human Resources, Ohio State University and the U.S. Bureau of the Census has served as a major data bank for researchers exploring factors related to maternal employment. Four volumes of data description and analysis entitled *Dual Careers* (140) have been published, based on interviews between 1967 and 1974 with women who were ages 30-44 at the first interview. In addition, *Years for Decision* (140) and similar volumes reporting the work and family history for younger women, contain some good information on the early childbearing years. Results from these surveys are still being reported and analyzed (50).

Articles in professional journals range from reports of clinical studies to descriptive and theoretical essays. As reflected in the bibliography, these articles appear in a wide variety of journals, and an equally diverse field of disciplines. It is impossible to turn to one journal or even one library to find the most interesting or most important resources. Although computer searches yield many important references, they rarely are comprehensive because it is difficult to exhaust all the "key words" used to locate articles on this subject.

Libraries such as Barnard Women's Center and Bank Street College of Education Library, as well as Women's Resource Centers including that at Radcliffe were extremely helpful in locating relevant articles, both published and unpublished. Womanbooks and Bank Street Bookstore (both in New York City) were also helpful in finding the newest literature in the field, particularly the books on working women and current popular childrearing literature.

In terms of both cost and availability, popular books for working mothers are more accessible than any of the other literature on the topic. During the past few years numerous books of this genre have appeared as publishers have recognized their market value. Popular books on working mothers and working couples (9, 10, 14, 16, 18, 20, 21), practical guides for working mother (7, 15, 19, 22), as well as anthologies of professional articles on maternal employment or the dual career couple (180, 144, 148) are numerous and readily available.

Many of these books represent accounts of the personal experiences of women who want to work and be mothers, but feel ambivalent. One of the most empathetic personal accounts can be found in Lazarre's, *The Mother Knot* (13). *The Mother Knot* is a well-written account by a conflicted first-time mother about her search for her own identity amid the demands of a difficult child and a husband preoccupied with professional life. Five less straightforward accounts are provided in *The Balancing Act* (12). All of the authors are first-time mothers who were professionals or aspiring professionals. All experienced their mothering role with ambivalence and stress and resolved this by compromising their career commitments. Maternal employment has become an important theme in popular women's magazines. In 1977, Redbook published a compilation of "Young Mothers Stories" (1), some of which deal with women who return to paid work or to school.

Several popular books for working mothers call themselves "guides" or handbooks. Skelsey's guide, (22) written in 1970, stresses the importance of organization and efficiency in achieving success as both mother and worker. The book is intended to provide practical solutions to concrete problems. It represents the view that by design, full responsibility for management of work and domestic duties falls to the mother. The implication is that the husband's only responsibility is his own job. His household assistance is optional, provided at his own discretion. The Pincus book (16) is similar in its philosophy.

The majority of recent books present a different approach to resolution of stress experienced by women who have a dual role (7, 9, 10, 14, 15, 18, 20). They advocate egalitarian resolutions to the emotional and logistical problems working mothers face. These solutions stress that both parents should share the responsibility for resolving their problems. But most authors found that women remain the "psychological parent" (7) whether they work or not. These authors stress the participation of all family members, particularly the husband, in shared responsibility for household and child care.

It is generally agreed that the underlying attitude of both parents is critical to the well-being of dual-worker families (10, 18, 20). A study of working mothers in nine countries by Cook (6) found that all working mothers have special problems. In the West, particularly in the U.S., "individual women who wish to work are left to solve all the problems of finding jobs, providing child care and maintaining their home at an acceptable standard of their own."

The majority of these books are readily available in paperback. An exception is Callahan's *The Working Mother* (5), published in 1971 but no longer in print. It is often cited as a particularly useful book for mothers to read because of Callahan's own informative introduction, and the helpfulness of the essays by sixteen working mothers.

The bibliography includes books aimed primarily at a professional audience, although wider distribution of some of this literature would be most informative for the working mothers themselves. Both books by Jessie Bernard (3, 4) focus on sociological analysis of the roles women play in society. She reviews research related to women with a bias toward a change in policy that would facilitate the expansion of woman's social roles. The most comprehensive work on maternal employment has been conducted by Hoffman and Nye (11, 75, 76, 77). Their evaluative review articles deal with the social and psychological factors affecting maternal employment, the effects of maternal employment on family members, and the woman's own family and work roles. One of the most recent books in the area of maternal employment, *Career and Motherhood* (17), contains a series of articles on the historical and psychological antecendents of woman's internalization of cultural ideals and values. The book concludes that as women assume dual roles, a new identity which is neither that of mother only, nor career woman only, must emerge.

Research and discussion of maternal employment in the professional literature falls into three major categories. First, factors affecting maternal employment, including family and demographic variables, work structure variables, personality and attitudinal variables, and support systems or services available; second, the effects of maternal employment on children, including general reviews of the literature as well as studies related to children of specific ages from preschool to college age; third, the effects of maternal employment on the family, including the ideology and practice of dual career families, role conflict and management, and the costs and rewards of maternal employment. a fourth category of professional articles, smaller and generally less clinical, deals with the changing concepts and images of women's role.

Among the major factors affecting maternal employment are family variables, particularly number and age of children (39, 53). Although in industrialized countries fertility varies inversely with maternal employment, it is not clear which causes which (38). Within the U.S., however, the relationship between work and fertility may vary among groups. Little research has been done in this area, but there is some indication that cultural attitudes may be important in a woman's decisions about work and home roles, particularly among working class ethnic or racial groups (27, 28, 33). Other studies demonstrate the significant effect of a husband's attitude toward his wife's employment (52, 34, 44); cultural norms may be expressed through husband's attitude. Studies have also tried to differentiate psychologically between women who favor work outside the home and women who do not (51), and between women who work at "traditional" versus "pioneer" occupations (46). Clear cut psychological determinants have not been found. Seiden's two part article provides a good review of some of these psychological issues related to women's work and home roles (49).

More concrete explanations for woman's roles are sought in the examination of structural barriers (36) and facilitators to maternal employment. Structural aspects of the work situation—such as the availability of part-time work, work close to home, and flexible hours at work—clearly affect the decisions of women with children regarding whether to work outside the home (30, 31). Changes in child care structure decreasing the need for women to walk a "thin balancing wire" between work and home (48) are among the most important facilitators of maternal employment (32, 47). Many researchers have focused on birth of first child as a critical life event in the determination of later labor force participation (37, 42, 50).

The bulk of the research related to maternal employment is aimed at determining the effects on her children of a mother's employment ouside the home. This research has essentially concentrated on school age children, adolescents and college students, although a few clinical studies of infants, toddlers, and preschoolers have been conducted. Since the fastest growing group of working mothers have children under 6, this gap in knowledge is highly significant. These younger children are the most difficult to study because they have no school records and cannot be interviewed nor given tests. Experts are only beginning to understand their development. Since it is difficult to measure accurately differences among children of this young age, references to the effects of maternal employment on young children tend to be dominated by speculations, most often based on predominant theories of mother-child attachment needs and behaviors (65, 80). Limited evidence from scientific studies stress the importance of high quality (63) and consistent (87) substitute child care; but, as with older children, these studies do not indicate any consistent direct effect of nonexclusive mothering *per se*. One study of the growth and cognitive development of low income black children at ages 4 and 7 found that the child's growth was more advanced in families in which both parents worked, and that differences in cognitive development were related to socio-economic factors rather than maternal employment (64). Children of nursery and kindergarten age whose mothers work do show broader sex role concepts, similar to those of older children of working mothers (72, 84), but in general much less is known about preschool children and infants than about school age children.

Studies of school age children have generally focused on sex role concepts of the children, various personality variables, and school achievement. A consistent major finding about this age group as well as the others is that there is less sex role stereotyping of occupations among children of working mothers (67), particularly among daughters (57), and most particularly among daughters of mothers whose work was not traditionally sex role linked (83). As might be expected, children whose mothers do not work outside the home give some indication of being more adult-oriented and conforming more to adult standards, while children of working mothers, particularly boys, are more peer-oriented and nonconformist (86). Generally there is no consistent evidence of significant differences in school achievement directly related to maternal employment. But differences that do appear are often related to maternal satisfaction with her chosen role (101, 102), or quality of substitute care (79).

Studies of the effect of maternal employment on adolescents have shifted focus from the preoccupation with juvenile delinquency in earlier decades (for a review of some of this literature see Kaufman, (80)), to concern with adolescent attitudes, adjustment and activity. Research on adolescents is congruent with research among children of other ages, finding that maternal employment broadens the child's sex role concept, makes him or her more accepting of maternal employment in marriage (81), and affects particularly the daughter's future work orientation (82). No personality adjustment differences have been found among sons of working and non-working mothers (72), but daughters of working mothers sometimes described more feelings of loneliness and isolation, and more resultant stress than daughters of non-working mothers (62). Nelson (88) also found slightly better adjustment among adolescent girls whose mothers did not work, but among boys, those with working mothers showed better personality adjustment.

A study of the children of poor rural families (71) found children of working mothers to be better-off than children of non-working mothers. But as with other studies (85) this one suggested that cultural attitudes and a mother's positive image of herself may be more important than employment status; working *per se* may not be the significant variable. One interesting finding from a study of low income families from various ethnic and racial groups (66) is that the children of part-time working mothers had significantly greater personality adjustment problems than children of full-time or non-working mothers, perhaps because of the instability of the mothers' role as perceived by their children. Adolescent children of working mothers tend to have slightly more home responsibilities, to be somewhat more independent and prone to parent-child conflict, but to be as close to their parents as other children (92).

Researchers have tended to be more interested in adolescent personality than achievement, but in one study (93), no differences in school achievement were found between adolescents whose mothers worked outside the home and those whose mothers did not. The only difference noted was that adolescent daughters of professional mothers and of college-educated mothers tended to score higher on achievement tests.

A number of studies have been conducted to determine the relationship between maternal employment and various characteristics of college age children, in part, probably because researchers have easier access to this age group of subjects than any other. A major focus of these studies is sex role concept and career plans, which tend to be closely related. All studies have found that daughters of working mothers have a less sex stereotyped self-concept (73, 96), and both sons and daughters have a broader concept of sex roles in general (98). Daughters whose mothers have a career tend to identify with their mothers (58), value feminine competence (59), and feel strongly about their own future careers (56). As with adolescents, however, in some areas boys appear to gain more benefit from having their mothers employed than girls. Boys with working mothers did better academically and were more active politically than their counterparts without working mothers. Girls with working mothers, however, did the same or slightly worse academically than girls with non-working mothers, and were less likely than the boys to see themselves as political "changers." (70)

In general, studies on the development of sex role concepts have been consistent in finding that acceptance of a broader sex role for women has been increasing (61, 89, 90) but that boys still tend to be more bound by traditional role concepts than girls (68, 89, 97). One study (68) found the greatest difference in sex role concept between boys and girls among white middle class college students with high I.Q's, suggesting that "the sex discrepancies in work expectations are greatest in the very groups that may produce females with high occupational aspirations and the ability to implement these aspirations."

Several good literature reviews have been published and organized by topic (75, 95), or by age group or developmental level of children (69, 76, 80, 91, 100). A number of these reviews have criticized the poor quality of clinical research in this field (91, 94, 95) particularly in terms of studies which do not take into account factors which complicate the relationship between maternal employment and effects on children, such as social class, race, and family dynamics. Hoffman (76) questions the underlying assumption of studies on maternal employment that treat the family of the working mother as "deviant." She underscores the fact that maternal employment is now the "modal pattern" of American families (120, 137), and that children should therefore be socialized into these dominant adult work and family roles. Although specific studies may contradict each other, the reviews generally emphasize critical factors which are more important than maternal employment *per se:* good substitute care and maternal role satisfaction (78, 100), family stability and parental attitude toward maternal employment (91), and quality of time spent with children (69). Hoffman, in perhaps the most comprehensive of these reviews (75), sums up the conclusion of many researchers: "The distance between an antecedent condition like maternal employment and a child characteristic is too great to be covered in a single leap."

Research on the effects of maternal employment on women and their families tends to focus on a few broad topics: the ideology and practice of the "dual career" or dual occupation family; the perception and management of role conflict among working mothers; and the various costs and rewards aside from general stress, strain and guilt experienced by the working mother and her family.

The classic work on dual career families was done by the Rapoports in England during the 1960s. *Dual Career Families* (147) has been revised recently to include a review of other similar studies, and a discussion of important policy issues. The predominant themes of the dual career literature are the persistence of major home responsibilities for women, and the precedence given to husbands' careers. The Rapoports note that despite the increase in dual career families, there has been little increase in male participation in domestic work. The stress working mothers experience is thus exacerbated. Holstrom (127), using the Rapoport's model of intensive interviews with a small sample of husbands and wives, emphasizes the structural difficulties these couples face, societal reinforcements of women's home roles, and the individual solutions they must find in the absence of societal support systems. Poloma and Garland (119) are even more explicit in their discussions of how compromises and rationalizations reduce conflict at the expense of the wife's professional role. Other studies have found that the husband's occupation takes precedence in decisions about family migration, frequently to the detriment of the wife's career (112), and that women bear the burden of responsibility for childcare decisions (146). The most recent collection of papers on dual career families (108) contains reports of studies in which between 10 and 200 couples were interviewed. The majority of studies reviewed concluded or implied that family-dynamics consistently favored career involvement for men and home responsibility for women, regardless of the woman's type of career commitment (132, 145).

A great deal of research related to maternal employment has focused directly or indirectly on role conflict as experienced by women. Role conflict places strain on particular areas of women's lives. Herman and Gyllstrom (126) found that men do not experience the same role conflict as their female counterparts. The authors found that least role conflict between home and work roles was experienced by married men and unmarried women. Another study found that the strain on women increased as roles intensified, with more strain felt by employed mothers than unemployed mothers, more felt by working mothers with children under 6, and more felt by working mothers in families with income under $10,000 (151). Harrell and Ridley (122) found a direct relationship between satisfaction with child care arrangements and satisfaction with work, as well as a relationship between satisfaction with work and high quality mother-child interaction. These positive outcomes might be increased by programs such as that described by Belfer (106) in which mothers of children in day care were given group therapy to help them with separation and guilt problems, and to increase their understanding of their children's behavior.

"Coping" or conflict management has been the subject of several studies. A study of women psychiatrists (154) found that they used many of the mechanisms explored in the studies by Poloma (119), such as having children later, reducing their career demands and working fewer hours. Essentially the literature presumed that the woman was responsible for juggling her roles as best she could, including compromise when necessary (104), although some studies stress the importance of sharing responsibilities with family members (142, 154). There are differences between the way different groups of women handle their dual roles (103, 123) but little research has been done on this subject.

More research has been conducted on the impact of maternal employment on marital happiness (129, 135) than on child care satisfaction or quality, probably because there are standardized measures of marital happiness. An Institute of Social Research national survey (110) found no difference in marital and life happiness and satisfaction among working and non-working wives, although college graduates did tend to be happier with their marriage and life if they worked. In general, there is a greater marital satisfaction among families where there are fewer children and decision-making between spouses is more egalitarian (105).

Maternal employment does not seem to cause unhappiness in marriage, but this may be because women subordinate their work involvement to their family involvement (149) and thus earn less money than their husbands (139). Studies have shown that women's earning power is decreased by their patterns of reduced work time, changing jobs, and refusing positions of increased responsibility (119, 130, 134, 154). Studies have found that a disproportionately large number of professional women chose not to have children. For those with children, one child is the norm (25, 113, 77). The economic consequences of constraints on maternal employment, job discontinuity, least earnings, and lowest return on their educational investment (130) affect not only short-term costs and rewards, but long-term financial security (138). Virtually none of this knowledge however, is conveyed by popular childrearing literature—the books women with young children facing job decisions are likely to read.

Most popular childrearing books today include some working mother content. Some, like Spock (192) segregate a chapter on working mothers in the section on "Special Problems," while others integrate the possibility of working and mothering more or less successfully throughout the book (185). Several general themes can be identified in these books. First, they discourage women from working during the first year of the child's life (170)—or for the first two years (170), three years (167, 173, 176), or more (165, 179)—except out of financial necessity. Second, there is consensus that the mother—if she must work—work only part-time for the first years of the child's life. "The only time a mother should feel guilty of shortchanging her child is when she works full-time during the first three years of her child's life" (176). Third, there is the implicit, and sometimes overt assumption that the mother is the primary caretaker, and that only she can assume responsibility for the child. "Of course no one can replace the mother if she must work. If mothers get substitute care, mother is assuming as she should, the primary role"

(188). Fourth, they consider the mother who works out of choice and not necessity during the first few years of the child's life to have failed not only her child (178) but also herself. Brazelton pictures the working mother as either a woman who is unable to find the fulfillment she should in childcare—often because of her own relationship with her mother (167)—or a neurotic, driven, career-oriented woman who probably did not really want a child in the first place (168). A fifth, linked, theme of the literature is that a woman with young children is a mother first, and her desire to work should be compromised in each instance and sacrificed when necessary, to her child (186).

Beyond this, there is little consensus among the books, and none appear to be based on clinical findings. A number of authors point this out (169, 185, 189), but note that the clinical research in this area is indeed sparse and inconclusive, and leaves ample space for the subjective speculations of individual professionals. Popular childrearing books are the most available literature on working mothers; but they are the least concrete and helpful. Most are guilt-inducing for the mother who works or who wishes to work. And, as Brazelton himself notes (167), guilt about working is much more harmful than working itself.

Despite contradictions and weaknesses in methodology, much of the research on working mothers is consistent about a few significant conclusions. 1) The working mother, and particularly the working mother of small children, is a significant social and economic presence. She will not disappear if benignly neglected or if public policy makes her life harder or easier. 2) Working mothers bear the psychological and physical burden and responsibility of both home and job. 3) When family conflict or role strain requires compromises it is the mother's work outside the home that is compromised. This keeps women in a subordinate pay and power position in the family and the work force. 4) The greatest increase in female labor force participation is among women with young children, yet these same women face the greatest role conflict and marital disruption, and have the greatest immediate need for support services. 5) There is little evidence that maternal employment itself has any effect on children, but there is strong evidence that a mother's satisfaction with her role(s) does have a significant effect on children. There is evidence that the quality and consistency of substitute care are important. Maternal employment tends to broaden children's sex role concepts and career aspirations, particularly for girls, and to encourage peer orientation, independence and responsibility, especially for boys. 6) The most universal characteristic of working mothers is the strain of filling many roles.

I. Popular Books on Working Mothers

1. Barber, V. and M. Skaggs, *The Mother Person*. New York: NY. Schocken, 1977.

   About New York City mothers and their development based on informal interviews. The major theme is the common bond between all mothers, working and not: society's "ideal mother" may not be "ideal" for each woman; all mothers working or not, experience tension and stress. Societal stereotypes put women in a conflictual situation: a full-time mother is boring; a working mother is negligent. Most women feel that some regular time away from children is important, but that there are few work opportunities which are both part-time and intellectually satisfying. Authors conclude "that the paths to personal salvation have to be hacked out individually."

2. Belford, B. *Redbook's "The Young Mothers."* New York, NY: Warner, 1977.

   A compilation of "Young Mothers' Stories" from *Redbook* magazine. The major theme concerns mothers who found the need to fulfill themselves through involvements outside of their children and home. One story, for example, deals with a woman who returned to work immediately after the birth of her first child, then changed her mind when the baby was seven months old. Two years later she became increasingly frustrated at home and returned to professional school and a career. Another woman, mother of four, suffered extreme depression and loss of identity before she decided to return to school to become a teacher. The final story in the chapter describes working parents who gave up middle-class home and comforts to pursue graduate degrees. The book concludes with two articles by a househusband who has reversed roles with his working wife.

3. Bernard, J. *The Future of Motherhood*. New York, NY: Penguin Books, 1974.

   Chapter 10 provides an overview of trends among working women at different life stages. Historically, women had no identity crises because their identities as homemakers were prescribed for them by society (unless they were poor or unmarried). As the composition of the female labor force changed, attention focused on the effects of working on motherhood. Bernard points out that women who work out of financial necessity find it easier to integrate work and home roles. For the career women, the task is more difficult because the choice of working mother role is less acceptable to society. She describes different reasons why women have worked, and asks an important question not generally addressed: what would be the consequences of denying work to those women who wanted it or needed it?

4. Bernard, J. *Women, Wives, Mothers: Values and Options.* Chicago, IL: Aldine, 1971.

   Bernard is well-known for her sociological analysis of women's role. Here, she examines and analyzes her own and others' research on the socialization of adolescents for work and/or motherhood, the stages of motherhood related to mothering and working, the impact of age, class and race on gender role related issues, and the policy and societal implications of changes in sex-role definitions and behaviors. The section of "Middle Motherhood" years examines five options mothers face in terms of their extra-domestic roles: (1) pursuing a career; (2) pursuing a job; (3) being a "conflicted housewife"; (4) being satisfied with housewife role and status; and (5) commitment to an outside-the-home voluntary activity. Deciding which of the five roles to fill is considered the greatest identity crisis of middle motherhood. The implications of each choice are briefly considered.

5. Callahan, S.C. *The Working Mother.* New York, NY: Macmillan, 1971.

   Callahan's book is frequently cited, but out of print and extremely difficult to obtain. It is one of the few books directly concerned with the experiences of working mothers, and includes personal essays by sixteen employed women with children. These are introduced by an essay by the author, presumably using information from other interviews with working mothers (based on the questionnaire included in the appendix). Sample selection, size and method were never made clear. The book, however, appears to have been valuable to many, and much of its perspective is incorporated in Callahan's later book. (See No. 175).

6. Cook, A.W. *The Working Mother: A Survey of Problems and Programs in Nine Countries.* Ithaca, NY: New York State School of Industrial and Labor Relations, Cornell University, 1975.

   The author interviewed working mothers in nine countries (Sweden, Israel, East and West Germany, Rumania, Austria, Russia, Japan and Australia), and analyzed documentary and statistical material to explore how working mothers manage and what kind of help they most prefer. The most fundamental differences were found between communist and non-communist countries.

Communist countries expect that women should and will work, and that to work at maximum efficiency they will need help with both childcare and housework. Variations related to focus of population policy exist among these countries. In non-communist countries, the values of freedom and individual choice leave "individual women who wish to go to work to solve all the problems of finding jobs, providing child care, and maintaining the home at an acceptable standard on their own."

7. Curtis, J. *A Guide for Working Mothers.* New York, NY: Simon & Schuster, 1975.

   Based on in-depth interviews with two hundred working mothers, this book is the most comprehensive and insightful of the popular books on the subject. Although Curtis does not cite references, she does draw on recent research to supplement her interview data. She aptly describes the strains, conflicts and difficulties working mothers face and, when appropriate, suggests solutions which have been helpful to other women. Her discussion of the effects of working on children includes a useful analysis of how return to work affects children at different developmental stages. A unique chapter, "Husbands Stereotyped," describes sharing family roles by four types of husbands classified by their sex-role attitudes and behavior. Chapter 13, "Some New Advice," answers questions that reflect common myths about working mothers and their families. The author's concept of "psychological parent," i.e., "the person who is always mindful of—who always feels a direct personal responsibility for the whereabouts and the feelings of each child," is an important contribution to the literature. Her interviews revealed that the mother was clearly the "psychological parent," and this is confirmed by research on dual-career families.

8. DelliQuadri, L. and K. Breckenridge. *Mother Care.* Los Angeles, CA: J.P. Tarcher, 1978.

   A book for new mothers which examines the emotional and physical transitions faced during the "crucial" first year after the birth of a baby. Drawing from personal experiences, from research by physicians, psychologists and social workers, and from interviews with mothers, the authors suggest attitudes, techniques and behavior to help new mothers adjust. Information on "working outside the home" is scattered throughout the book, with scenarios of real working mothers, or those struggling with the decision to work. The authors suggest that there is a new social context for combining career and motherhood, but acknowledge associated guilt, confusion and social disapproval. The overall message conveyed is that a woman should know her own needs—as well as her baby's—and find a comfortable balance.

9. Greenleaf, B.K. with L.A. Schaffer. *HELP. A Handbook for Working Mothers*. New York, NY: Thomas Y. Crowell, 1978.

Authors encourage women to overcome the myth that maternal employment is detrimental to family life. Covering the full range of options and problems that working mothers face, readers are urged to purge themselves of preconceived notions about child care and to consider many options (relatives, live-in helpers, cooperatives, group-sitting, family day care homes and day care centers). The authors encourage flexibility in work and study conditions. The importance of planning and sharing tasks as coping mechanisms for meeting demands is stressed. Women are provided with support in dealing with criticisms they may encounter from family, friends or co-workers. In "Of Pregnancy, Infancy, Family Planning, and Work," the authors draw attention to the need for infant-mother bonding, and advise women who want to resume work quickly to do so at four months, when babies have generally settled into a routine. The husband's/father's role in infant care and co-parenting is emphasized throughout. Finally, working mothers are encouraged to find time for themselves, their own health and friendships.

10. Hall, F.S. and T. Douglas. *The Two Career Couple*. Reading, MA: Addison-Wesley, 1979.

The book takes an illustrated "how to" approach in suggesting ways to manage a situation. The authors conclude that "it's tough to be a two-career couple." Part I discusses general issues or problems of dual careers (coping with multiple roles and stress, career and family stages). Part II examines the tasks involved in managing dual-career lives (home management, children, work involvement and job mobility). Part III looks to future trends and proposes alternatives for couples and companies. The book is designed for the professional couple with few children and many economic options.

11. Hoffman, L.W. and I.F. Nye (eds.). *Working Mothers: An Evaluation Review of the Consquences for Wife, Husband and Child*. San Francisco, CA: Jossey-Bass, 1975.

Nye and Hoffman are among the most expert and most prolific scholars on subjects related to maternal employment. The introductory chapter discusses the "sociocultural content" of maternal employment, reviewing historical and contemporary trends in the female work force. Chapter 2 is on "psychological factors" affecting a mother's decision to work; Chapter 3 more narrowly examines "commitment. The extensive literature on "employment of women and fertility" is reviewed in Chapter 4; and types of "child care arrangements" are the focus of Chapter 5. Chapter 6 is the most well-known article: Hoffman's analyses of "Effects on Child" (see No. 78). Chapter 7 uses social exchange theory to explore the "effects of Power and the Division of Labor in the Family," while Chapter 8 takes an in-depth look at "Husband-Wife Relationships." The final chapter briefly reviews research on "Effects on Mother," finding the physical and mental health of employed women is somewhat better than nonemployed women, that employed women "are more likely to enjoy their activities in relation to their children," and that they have more positive feelings about themselves.

12. Kramer, S. (ed.). *The Balancing Act: A Career and a Baby.* Chicago, IL: Chicago Review Press/Swallow Press, 1976.

Five white, middle-class married women describe their experiences after the births of their first child. There is an introduction and conclusion by the editor. All five women were highly educated and had a commitment to a career and intended to continue work after their children were born. The book is a testimony to the basic inequality between married professionals. In each case it was the woman who compromised her career once a child became part of the family. All the women expressed ambivalence and suffered great stress, but ultimately all decided to decrease or temporarily stop work involvement to care for their children and/or to facilitate the careers of their husbands.

13. Lazarre, J. *The Mother Knot.* New York, NY: McGraw-Hill, 1976.

The author's personal account of her feelings from the birth of her first child through her involvement with setting up a parents' cooperative day care. She vividly describes her ambivalence towards exclusive mothering and her search for personal freedom. The theme is the emotional conflict between mothering and self-fulfillment. Neither personal nor general solutions are offered to any of the strains generated by the author's multiple roles: mother to a demanding infant and toddler; wife to a career-oriented student-husband; member of an interracial family in search of a supportive social climate; and educated woman aspiring to fulfill her own professional goals.

14. Norris, G. and J. Miller. *The Working Mother's Complete Handbook.* New York: E.P. Dutton, 1979.

Responds to some of the issues and concerns of working mothers as they struggle to answer the question: Is it really O.K. to both mother and work? Interviews were conducted with over 150 women in the United States. There are three major sections on family, career, and self. The first section describes available choices in problem solving including how to incorporate the family into all activities and assure quality time with the children. The second section deals with entering the job market successfully, career planning, legal rights, and new job arrangements. The final section examines the impact of work on the marital relationship, the special needs and resources for single working mothers on how to cope with your doubts and guilt and still succeed. In the last section there is a review of the evidence compiled on the effects of working on children. This book is geared to a general lay audience, particularly white collar and professional working women.

15. Olds, S.W. *The Mother Who Works Outside the Home.* New York, NY: Child Study Press, 1975.

    Focuses on major issues working mothers confront: the use of husband and children in housework, child care arrangements, and helpful hints on how to shift from worker role to mother role. The author clearly feels that a woman has many options (including homemaking) and has to make her own choices for her own reasons. Olds condemns the past literature on working mothers as "suffering from deep-seated prejudices and unsupported theories."

16. Pincus, C.S. *Double Duties. An Action Plan for the Working Wife.* New York, NY: Chatham Square Press, Inc. 1978.

    Describes strategies for combining roles without conflict, but in fact presents conflicting messages. The wife/mother working outside the home is advised to define and clarify her goals and priorities, and to plan her time efficiently. The challenge of role combination for the working mother is to increase efficiency in all her activities, while keeping an entire family satisfied. While assuring the working mother that she need not feel guilty over leaving her child for work ("our experience shows us again and again that a fulfilled mother is a person who is apt to be more giving, more tolerant, and freer of symptomatic illness") negative images ("when women are involved in demanding activities, study, or work, the relationship [marriage] may be threatened further") are presented. Regarding childcare, we are advised that only "a very trusted relative or friend can take over for you with a small baby," and that the full-time parent must learn to share her child's devotion with this caretaker. The author stresses the importance of mothering, and the inadequacies of daycare. The general portrayal is of women as the managers of their homes, their husbands, and their children—in addition to their responsibilities as workers outside the home.

17 Roland, A. and B. Harris (eds.). *Career and Motherhood: Struggles for a New Identity.* New York, NY: Human Sciences Press, 1978.

A collection of nine articles examining the development of identity as a process which starts in early life experiences. Factors which effect identity synthesis include: historical traditions, cultural norms, social role expectations and opportunities, and a variety of psychological identity elements from childhood and adolescence. As a result of a historical trend in the U.S. to maintain the "cult of domesticity" intact, women have been expected to derive their sense of self from what they could do for others instead of focusing on their own self-fulfillment. The authors conclude that a highly anomalous situation has developed for many middle-class and upper middle-class women in recent America: In response to cultural ideas and social patterns, many women internalize the ideals of being both supermother and superprofessional. The solution is to formulate a new cultural ideal that recognizes that managing career and motherhood together adds a whole new dimension to personality that is not present when one is either a professional or a mother.

18. Ryglewicz, H. and P.K. Thaler. *Working Couples (How to Cope with Two Jobs and One Home).* New York, NY: Sovereign Books, 1980.

Examines how working couples manage their lives. The data used in anecdotal material based on professional experience as social worker and counselor, and their own lives. The underlying theme is that "we have to recognize women's working lives as what men's working lives have always been—the mutual concern of the couple." Chapter 4 deals specifically with the children of the working couple, especially in terms of child care options and the issue of intimacy. One major advantage for the children of working couples is that they can see each parent as a total person. The book describes the changing role of each family member, as increasing numbers of women enter the labor force. It provides some useful guides on how to handle stress and the management of non-work responsibilities. It is written for middle class couples who would like some reassurance for themselves and their children that change is difficult but possible.

19 Schwartz, F.N., M.H. Schifter and S.S. Gillotti. *How to Go to Work When Your Husband is Against it, Your Children aren't Old Enough, and There's Nothing You Can Do Anyhow.* New York, NY: Simon & Schuster, 1972.

Explains "how-to" get into or ahead in the job market, by offering advice on self-assessment, professional attitude, organization of time to combine job and home, career counseling, and getting a job. The need for flexible work hours and alternatives to lifetime motherhood are mentioned. Suggestions for the working mother as to child-care, house-care and husband-care are aimed at middle- and upper-middle class mothers of school-age children. The message of the book is that the working mother should take on all the responsibilities of home and family, rather than share these responsibilities with her husband.

20. Shaevitz, M.H. and M.H. Shaevitz. *Making it Together as a Two-Career Couple*. Boston, MA: Houghton Mifflin Co., 1980.

Discusses problems dual career couples face and solutions to those problems. The Shaevitz's have written the book not only in response to their own needs as a dual career couple, but also with a counseling approach that reflects their professional style. Major areas described include: household management, parenting and child care, finances and career problems. Only two chapters deal with children, but it is assumed throughout most of the book that dual career couples have children. Each chapter presents a problem, often by using extended quotes, discusses the problem using material from research studies or more subjective material from the authors' work, and then presents concrete ways of managing the problem. The problems presented are often incisive, reflecting real and little discussed difficulties of working couples. The emphasis is on both the man and woman of the dual couple.

21. Shell, A.G. and K. Reynolds. *Working Parent Food Book*. New York, NY: Simon and Schuster, 1979.

Written in recognition of the problems of meal preparation of working parents, this book offers simplified recipes and nutritional information, and suggests efficient planning methods and kitchen equipment, all geared to help the working parent plan for and serve meals that are nutritious, satisfying, and time/energy saving.

22. Skelsey, A. *The Working Mother's Guide to Her Home, Her Family and Herself*. New York, NY: Random House, 1970.

Discusses the areas of home, family and self. Each chapter is concerned with practical solutions to concrete problems encountered by working mothers, for example, cleaning, organizing, cooking. The main theme is the importance of being organized and efficient. The underlying theme that the mother has and should have complete responsibility for home and children as well as for her work is clear. Skelsey stresses the necessity of not burdening the husband with any part of the wife's home or work role, and suggests that women limit their involvement in the work role during their child-rearing years so as to avoid role conflict.

II. Professional Articles and Clinical Studies on Maternal Employment

A. Factors Affecting Maternal Employment

23. Arnott, C. "Husbands Attitudes and Wives' Commitment to Employment." *Journal of Marriage and the Family* 34, 4 (Nov. 1972): 673-84.

    Based on a mail questionnaire to members of women's clubs about themselves and their husbands. The author concluded that wife's work, if challenging, enriches marital life by reshaping and strengthening the husband-wife relationship.

24. Axelson, L. "The Working Wife: Differences in Perception Among Negro and White Males." *Journal of Marriage and the Family* 32, (1970): 457-64.

    Forced-choice questionnaires were administered individually to 67 black and 565 white males residing in Florida. This study was undertaken to analyze racial differences in males' sex-role perceptions of working wives. Full annotation in Astin. (Ref. No. 205).

25. Bailyn, L. "Family Constraints on Women's Work." Annals of New York Academy of Science 208 (1973): 161-65.

    Many more women scientists than male scientists are single, and childless. Data from a questionnaire study of 1219 MIT male graduates who provided information on their wives show that the only women with professional qualifications not working in scientific fields are those with preschool children at home, although women were more likely to work if their husbands were able to integrate career and family roles.

26. Beckman, L. "The Relative Rewards and Costs of Parenthood and Employment for Employed Women." *Psychology of Women Quarterly* 2 (1978): 215-34.

    By using personal interviews and giving pencil and paper tests to women with small and large families, the author found that women with large families had greater satisfaction with parenthood than those with small families. Professional women were also shown to have higher motivation to work than nonprofessional.

27. Bell, D. "Why Participation Rates of Black and White Wives Differ." *Journal of Human Resources,* 9 (1974): 465-79.

In this sample of 8,148 black and white couples the more stable black families in which the parents were better educated were more likely to have full-time working wives. Labor force participation of black women appeared to be less affected by the husband's employment status and/or children than that of white women.

28. Clifford, W.B. and P.L. Tobin. "Labor Force Participation of Working Mothers and Family Formation: Some Further Evidence." *Demography,* 14.3 (August 1977): 273-85.

    Examines relationship between female employment and fertility by interviews with Southern, rural, low-income black, white, and Indian married mothers with some work experience after marriage. Differences suggest that some groups of minority women may not perceive childbearing and employment as incompatible.

29. Cramer, James C. "Employment Trends of Young Mothers and the Opportunity Cost of Babies in the United States." *Demography,* 16, 2 (May 1979): 177-97.

    Explores the economic theories and models that focus on opportunity cost as the central concept in the micro-economic theory of fertility. Opportunity cost is "the income lost by a mother due to reduced employment or total absence from the labor force while bearing and rearing children." It is a critical concept because it is central to explanations of work and fertility among women, but involves measuring something (opportunity) that never occurs. A thorough review of existing work on opportunity costs is conducted and a new economic model is used to analyze data from a subsample (510 families) of a national sample used in a longitudinal study (1968-71). The author finds that the average time cost of having a baby is over 400 hours per year of employment (for a second or higher order birth) which means an income loss of $1050 per year (1969 dollars).

30. Darian, J.C. "Convenience of Work and the Job Constraint of Children." *Demography,* 12.2 (May 1975): 245-68.

    Addresses two major questions: do convenient working conditions reduce the constraint of children on married women working; and, where jobs with convenient working conditions are available, will participation rates be higher? Secondary analysis of a large national population sample (studied in 1960) yielded expected conclusions: more convenient work reduces constraint of children for white married women.

31. Darian, J. "Factors Influencing the Rising Labor Force Participation Rates of Married Women with Preschool Children." *Social Science Quarterly* 56, 4 (March 1976): 614-30.

Assesses those factors which have contributed to rapid rise in participation rates among mothers of preschool children. An analysis of trends data from 1960-70 among white married women aged 44-64, living with husbands, with children under 6 was done. The major factors found to influence participation trends were: shorter working hours which reduced time conflict between child-rearing and market work, and higher educational level of the women. Part-time workers are better able than full-time workers to make informal child-care arrangements with relatives and friends.

32. Diamond, I. "The Liberation of Women in a Full Employment Society." The Annals of the American Academy of Political and Social Science, 418 (March 1975): 138-46.

Examines the increased labor force participation of women in the last decade to determine if economic issues and support services for women can be clearly identified as major public policy issues. A review of government documents and current employment legislation showed that a number of changes are needed: daycare on a massive scale; professionalization of housework to include full benefits; people-oriented architecture; the development of a good safe transportation system; and flexible work schedules. Diamond sees a need to develop a woman's policy bureau to address the specific issues raised by the increasing participation of women in the labor force.

33. Dowdall, J. "Women's Attitudes Toward Employment and Family Roles." *Sociological Analysis* 35, 4 (Winter 1974): 251-62.

Examines the extent to which membership in a particular religious or ethnic group is associated with attitudes of married women toward employment. The sample included 673 white respondents from Rhode Island. Professional women's attitudes showed little link to national background, while among Catholic women there were ethnicity linked differences. National origin as an influencing factor was most prominent among the less educated.

34. Eiswirth-Neems, N.. and P.J. Handal. "Spouse's Attitudes Toward Maternal Occupational Status and Effects on Family Climate." *Journal of Community Psychology*, 6, 2 (April 1978): 168-72.

The effects of maternal occupational status and spouses' attitudes toward maternal employment on family climate were examined.

Fifty-nine pairs of Caucasian husbands and wives drawn from the parochial school system of a mid-Western city were administered the Family Environmental scale. The husband's negative attitude toward his wife's occupational status caused family disorganization and strain.

35. Ghozeil, S. "Staff and Distaff: Why Women Work." *Manpower,* 5, 12 (1973): 11-15.

Economic, educational and attitudinal factors that motivate married women and mothers to enter the labor force and influence them in their specific job choice were studied. Full annotation in Phelps, *et al.* (No. 207).

36. Ginzberg, E., "Introduction" in Smuts, R. *Women and Work in America.* New York: Schocken, 1971.

A historical perspective on women's work in the 1950's and the barriers experienced by women in their work. Very little has changed since the 1950's, and women remain concentrated in a limited number of occupations characterized by relatively low wage structures. Ginzberg concludes that societal ambivalence about working mothers is reflected in the lack of sound public policy to establish more childcare facilities. "The outlook is less favorable for women who are seriously interested in a career and would like to combine it with family and children."

37. Gordon, H.A. and K.C.W. Kammeyer. "The Gainful Employment of Women with Small Children." *Journal of Marriage and the Family,* 42, 2 (May 1980): 327-36.

Describes employed mothers of young children and what factors influence their participation. A panel study of 1027 couples who registered the birth of a first child in 1971 was conducted in 1974-75. 735 of these couples were questioned regarding wives work history since the birth of that first child. Three types of explanatory factors: economic need, obstacles to and facilitators of employment, and social-psychological orientations and attitudes were used. The strongest explanatory variable by far was economic need, followed by the structured variables of past work history and number of children. Educational level of mothers and attitudes and orientations of women toward gender roles and mothering were not strongly related to maternal employment. Furthermore, attitudes and orientations of mother are as likely to be a result of employment as a determinant of employment. Seventy-two percent of the women had worked since their first child's birth, which leads the authors to argue that our conception of maternal employment should be adjusted from considering it a minority situation to recognizing it as a dominant trend.

38. Groat, H.T., R.L. Workman, and A.G. Neal. "Labor Force Participation and Family Formation: A Study of Working Mothers." *Demography,* 13.1 (February 1976): 115-25.

Examines family formation as a process encompassing not only current parity, but also desired family size, timing of first birth, contraceptive use, and spacing of the first birth. The sample included 638 white, currently married women, age 18-40, with at least one child and at least some marital work experience from the Toledo Metropolitan area. The results showed: the greater the marital work duration, the longer the interval between marriage and the first child; and that mothers who worked longest began contraceptive use earlier. However, the persistence of religious influence on fertility among Catholics was very clear. In general the lowest fertility was among women who has worked the greatest proportion of their married lives at high status jobs, and before birth of first child.

39. Hiller, D.V. and W.W. Philliber. "Necessity, Compatibility and Status Attainment as Factors in the Labor-Force Participation of Married Women." *Journal of Marriage and the Family,* 42, 2 (May 1980): 347-54.

Data from the four General Social Surveys conducted by the National Opinion Research Center between 1974 and 1977 was used to explain the participation of currently married women in the labor force. The two most important factors in labor force participation were found to be the woman's job potential and economic necessity, in that order. The authors tested two other explanatory factors, women's work compatibility with the husband's occupational prestige and potential to exceed and husband's occupational status—but found neither were significant.

40. Hoffman, L. "A Psychological Perspective on the Value of Children to Parents." In Fawcett, J.T. (ed.) *The Satisfaction and Costs of Children: Theories, Concepts, Methods.* Honolulu, Hawaii: East-West Population Institute, 1972.

A theoretical model is presented to examine variations in fertility behavior, cultural differences, and historical trends in motivations to have children. Projective tests were administered to two different undergraduate college samples. The results showed that children may be more important to lower income families because they have fewer alternative sources for fulfillment, while educated women are more likely to have a career opportunity that offers a viable alternative to motherhood. Conflict among college females regarding mothering and working is reflected in the resolution by middle-class educated women to have no children or only one.

41. Hoffman, L. "The Employment of Women, Education and Fertility." *Merrill-Palmer Quarterly,* 20 (April 1974): 99-119.

    Examines reasons for lower fertility among employed mothers. A secondary analysis of studies on maternal employment, historical datas and trends, and statistical profiles showed that after World War Two both fertility and maternal employment increased. It is concluded that if working and mothering roles become more compatible, and work roles more satisfactory, decisions about employment and fertility would be made independent of one another.

42. Jimenez, M.H. and N. Newton. "Activity and Work During Pregnancy and the Postpartum Period: A Cross-cultural Study of 202 Societies." *American Journal of Obstretrics and Gynecology,* 135, 2 (September 15, 1979): 171-76.

    Examined 202 societies for which data pertinent to work during and after pregnancy was available. The most common pattern of work during pregnancy (45% of societies) was to work until the onset of labor. Over two months rest postpartum was common in only 12% of societies. In most societies the baby was kept close to the mother while she resumed her full work load, so return to work postpartum did not interrupt the maternal infant bond. Although this article was published in a specialty medical journal the information should be of interest to social scientists and policy makers in the field of labor force participation.

43. Kaley, M.M. "Attitudes Toward the Dual Role of the Married Professional Woman." *American Psychologist,* 26, 3 (March 1971): 301-06.

    A questionnaire of the author's design was administered to 60 respondents including 35 females, 24 males to determine attitudes toward the dual role of professional women. Full annotation in Astin. (No. 205).

44. Landry, B. and M. Jendrek. "Race, Region and Class and Working Wives." Unpublished paper presented at the 48th Annual Meetings of the Eastern Sociological Society, Philadelphia, March 31-April 2, 1978.

    Aimed to determine the importance of race, region and class on whether women worked or not. The results of interviews with 835 wives showed that the likelihood of a wife's employment increased up to age 37 and then decreased; Southern wives were more likely to work than Northern wives; Black wives were more likely to work than White wives; working class wives are less likely to be employed than middle class wives (especially if there are no children or one child); Black working class wives are less likely to work than White working class wives. As the number of children under six increase beyond one, working class wives are progessively more likely to work and middle class wives not to work.

45. Moulton, Ruth. "Ambivalence About Motherhood in Career Women." *Journal of the American Academy of Psychoanalysis,* 7, 2 (1979): 241-57.

A study of 20 professional women in psychotherapy. The author's theoretical premise is that women's productive worker role and reproductive mother role have been separated in modern society which causes conflict but which also allows options in terms of childbearing. She suggests that childbearing is not necessary for a sense of femininity. However, for women who decide to mother and work the way to avoid conflicts is for the wife to make her career secondary. In this study 10 out of 20 women gave up interesting jobs and/or stopped their education because of children.

46. Nagly, D.L. "Traditional and Pioneer Working Mothers." *Journal of Vocational Behavior,* 1, 4 (Oct. 1971): 331-41.

Compared 20 college educated working mothers employed in traditional female occupations (traditionalist) with 20 working in male-dominated careers (pioneers). Pioneers are more career committed than traditionalist, have more successfully integrated roles of homemaker and worker, are more likely to express work satisfaction and success, and had fathers who were more educated and more likely to accept employment of women. The traditionalists reported that they got along well with both parents and had a close relationship with their mother. Pioneers were more likely to expect equality from husbands.

47. Paltiel, F. L. "Supportive Measures for Working Women. Prepared for Women: Resource for a Changing World." Unpublished paper presented at Radcliffe Institute, Radcliffe College, Cambridge, Mass., April 17-18, 1972.

Examines the participation of married women in the work force, their occupational distribution and the different types of supports available. Income plays a dominant role in determining participation rates of married women of all ages in the labor force but has rather less impact during child-bearing years. There is still a concentration of women in menial and low paying jobs. The blatant lack of support from employers, unions and government is reflected in lack of essential support services.

48. Safilios-Rothschild, C. "Dual Linkages Between the Occupational and Family System: A Macrosociological Analysis." Unpublished report. Barnard Women's Center, Jan. 1978 (received).

Posits that dual linkage between family and occupational system is detrimental to the marital relationship due to the introduction of competition. The wife can be linked to the occupational system as long as her link is secondary to the income and status of husband. Even professional women in U.S. have attempted to remain at lower achievement levels than husbands. The conclusion emphasizes the need for structural changes in work for both parents so that family does not "have to walk a thin balancing wire all the time."

49. Seiden, A.M. "Overview: Research on the Psychology of Women: I. Gender Differences and Sexual and Reproductive Life." *American Journal of Psychiatry,* 133, 9 (1976): 995-1007.

_______________, "Overview: Research on the Psychology of Women: II. Women in Families, Work and Psychotherapy," *American Journal of Psychiatry,* 133, 10 (Oct. 1976): 1111-23.

Review of the literature on the psychology of women demonstrates that concepts of maternity, women's psychology in relation to sex differences, and gender roles and identity are underlying factors affecting maternal employment. Conclusive findings have not been revealed regarding sex differences in areas such as competitiveness, nurturance, and maternal or parenting behavior. Seiden concludes that "one of our great national problems appears to be a maldistribution of childcare experiences." She cites a study based on findings of daycare centers which found that six hours of direct childcare is an optimal maximum. The full time housewife who often spends considerably more time with her children bears the "psychological cost of child rearing."

50. Shapiro, D. and F.L. Mott. "Labor Supply Behavior of Prospective and New Mothers." *Demography,* 16, 2 (May 1976): 199-208.

Explores female labor force participation immediately before and after first childbearing using data from the National Longitudinal Surveys of Labor Market Experience of Young Women (1405 women ages 14 t 29 at first interview) to determine labor force status. Before birth, rates for Black and White women ranged from

80% working at the beginning of pregnancy and 50% at the beginning of the last trimester, to 20% for Whites and 40% for Blacks near the birth event itself. After birth about 50% of employed Whites worked full time. The racial differences in labor force participation are greatest among women with most education, with Black highly educated women participating at a much greater rate than White women with the same education. Differences by race are also greatest among the high income groups, with greater income being a substantial deterrent to work for White women, but no deterrent (often the reverse) for Black women. The authors conclude that the dominant pattern in the near future may be that women maintain close ties to their work throughout their childbearing periods.

51. Simmons, J. "Why do They Want to Stay Home? A Study of Career Oriented Mothers with Preschool Children." *Cornell Journal of Social Relations*, 5, 1 (Spring 1970): 29-40.

Explores attitudes towards employment among career-oriented or professionally trained mothers of one or two preschool children. Preliminary interviews were conducted with 20 women and indepth interviews were done with 8 women. All indicated ambivalence about the affects of maternal employment on children. Those mothers not in favor of working (5) were more concerned about the quantity of time spent with the children, the potential conflicts of managing that time, and the need for a strong mother-child bond. Mothers in favor of working (3) showed less fear about threats to the mother-child relationship.

52. Smith, R.E. (ed.). *The Subtle Revolution: Women at Work.* Washington, D.C.: The Urban Institute, 1979.

A collection of articles on different aspects of women's participation in the labor force: work schedules, unemployment, family characteristics, economic contributions to the family, and "institutional responses" (income tax and social security). A review of statistics and studies related to each topic, and policy implications are included in each chapter. The section on "women and their children" focuses on a number of specific issues: changes in childbearing patterns and their relation to female employment, daycare, and the effects of maternal employment on children and families. The literature reviews under each section are clear and informative. The authors conclude that public policy should both expand possibilities for part-time and flexible work schedules for men and women, and provide for increases in quality daycare that are needed. The authors' bias is toward individual care in the child's home for very young children, which they justify on a "market" basis (those who can afford any type of care choose individual at home care for their young children) and group care for older preschoolers (3-5). Although intended for an academic or professional audience, it is one of the only treatments available of institutional responses to maternal employment and is thus valuable for mothers who are interested in understanding the ramifications of their employment status.

53. Sweet, J.A. "Labor Force Re-entry by Mothers of Young Children." Social Science Research (1972) 1: 189-210.

Describes differentials in employment rates by age, education, economic need, race and occupation of a sample of married, husband present, women with children under three years of age. Mother participation in labor force was found to be influenced positively by increased education; and reentry into the work force was the more likely the greater the number of children.

54. Walker, L. and S.T. Freidman. "Professional Women's Attitudes Toward the Dual Role of Women." *Psychological Reports,* 41 (1977): 327-34.

Defines the attitudinal dimensions of the dual role by professional (nursing) working mothers. Three dimensions of the dual role were identified: "career as enriching family life, role quality, and primary role priority." The article focuses on developing methodological tools for quantitative analysis of maternal employment attitudes.

B. Effects of Maternal Employment on Children.

55. Adamchak, D.J. "Ideal Family Size and Family Background: An Examination of Mothers' Employment and Daughters' Family Size preferences." *Social Biology,* 24 (1977): 170-72.

Determines whether family size ideals are formed early in life and whether these ideals are related to maternal employment. The sample consisted of 434 married women between the ages of 18-49. Daughters whose mothers did not work had a slightly smaller ideal family size (2.25 children) than daughters of mothers who worked for a year or more (2.54 children). Although the data minimally supports the notion that maternal employment increases family size preference of daughters, length and type of maternal employment were not considered.

56. Altman, S.L. and F.K. Grossman, "Women's Career Plans and Maternal Employment." *Psychology of Women Quarterly,* 1 (Summer 1977): 365-76.

Reports that daughters who perceive their mothers as satisfied with their lifestyle and career choices, and who have received positive mothering, will tend to emulate their mothers with respect to career orientation and sex-role definitions. Daughters of working mothers will be more likely to pursue career goals and have broader sex-role definitions than daughters of non-working mothers, but there was a surprising emphasis among women in both groups on careers. Unsatisfied, home-oriented mothers served as negative role models for their daughters, but daughters of unsatisfied career mothers were even more career-oriented than those of satisfied career mothers.

57. Bacon, C. and R.M. Lerner. "Effects of Maternal Employment Status on the Development of Vocational-Role Perception in Females." *The Journal of Genetic Psychology,* 126 (1975): 187-93.

Hypothesized that, "Girls who have mothers employed outside the home should see women as more capable of playing other than traditional female vocational roles than girls whose mothers are not so employed." One hundred twenty-six working class girls in the second, sixth and seventh grades were questioned on sex-role stereotyping of occupations and on their own vocational desires. By the second grade, the girls had formed strong vocational role stereotypes, which lessened by the sixth grade for male-dominant professions. Girls with employed mothers saw occupations less in terms of sex-role stereotypes than girls whose mothers were not employed. However, they still tended to see their own vocational hopes in traditional female roles.

58. Baruch, G.K. "Maternal Career-Orientation as Related to Parental Identification in College Women." *Journal of Vocational Behavior,* 4 (April 1974): 173-80.

Questions why evidence points to the father being responsible for sex-role identification, even among girls, and hypothesizes that the mother who fills traditional roles lacks status, power, and role satisfaction. Baruch suggests that identification with the father may be less frequent in girls with career-oriented mothers. When the father was preferred, reasons consistently mentioned were his satisfaction with life, activities, and "making a mark." When mother was preferred, reasons depended on role pattern and role choice. Class, race, characteristics of the father and other family characteristics were not considered.

59. Baruch, G.K. "Maternal Influences Upon College Women's Attitudes Toward Women and Work." *Developmental Psychology*, 6 (1972).

One hundred ten (88 experimental, 22 control) White, mostly upper middle-class college students, mainly with professional fathers, were administered a battery of tests and interviews. The results supported a "competence model" hypothesis: women whose mothers have not worked devalue feminine competence, and define career-related achievement as masculine. A subject was favorable to the dual-role pattern if her mother endorsed it, or if mother worked, if she successfully integrated both roles.

60. Bielby, Denise Del Vento. "Maternal Employment and Socioeconomic Status as Factors in Daughters' Career Salience: Some Substantive Refinements." *Sex Roles*, 4, 2 (April 1978): 249-65.

Analyzed self-administered questionnaire responses gathered over a seven year period from 1612 White female college graduates (class of 1961) less than 30 years of age. Findings suggest that contemporary factors in women's lives are more important in determining career salience than family history: mother's labor force, participation does not have a strong effect on daughters' career salience until after stronger factors related to childbearing are completed.

61. Bronzaft, A. "College Women Want a Career, Marriage, and Children." *Psychological Reports*, 35 (1974): 1031-34.

Seeks to compare the goals of 210 female college seniors to those of a 1970 freshman class. Forty-eight percent of the freshman class planned to become married career women with children, while seventy-one percent of the senior class hope to have career, marriage and children in 15 years.

62. Burke, R. and T. Weir. "Maternal Employment Status, Social Support and Adolescent Well-Being." *ERIC ED*, 147, 664 (1975).

Focuses on the supportive relationship between working mothers and adolescents: does maternal employment affect the mother's performance in helping adolescents; are there significant variations between working and non-working mothers; and what implication does this have for the "well-being" of adolescents. No significant differences were found between adolescents whose mothers worked part-time and those whose mothers worked full-time with respect to aspects of maternal support, measures of stress, or well-being. In general, however, adolescent girls whose mothers worked outside the home described difficulties and stress in their lives, feelings, of isolation and loneliness, lower self-esteem, and difficulty in letting others know when they were upset. The study found no such difference for males. The authors conclude that we should not go back to a standard of nonworking mothers, but rather make others (fathers, friends, teachers) more aware and accessible as potential providers of supportive functions.

63. Caldwell, T., *et al.* "Infant Day Care and Attachment." *American Journal of Orthopsychiatry*, 40 (1970): 397-412.

Forty-one thirty-month-old children of mixed races and sexes were evaluated to determine mother-child, child-mother attachment patterns. Twenty-three of these children were home-reared exclusively, and the rest had been enrolled in an experimental daycare center since they were about one year old. The authors concluded that the daycare center offered environmental enrichment without producing maternal deprivation among children.

64. Cherry, F.F. and E.L. Eaton. "Physical and Cognitive Development in Children of Low-Income Mothers Working in the Child's Early Years." *Child Development*, 48 (1977): 158-66.

Physical growth and intellectual development of 200 black children, ages four and seven, were significantly associated with socioeconomic variables regardless of the work status of the mother. The most significant variables in terms of the child's development were maternal education, crowding in the family residence, and per capita family income. The authors conclude that growth was most advanced in children of working couples, most retarded in the "ideal American family" (mother not working), and moderate in one-parent, non-working families.

65. Cohen, Sarale E. "Maternal Employment and Mother-Child Interaction." *Merrill-Palmer Quarterly*, 24, 3 (July 1978): 189-97.

Examined mother-child interactions between employed and nonemployed mothers and their 21 month old children (44 children born preterm). The study found greater responsiveness and development among children of non-employed mothers, even controlling for "family intactness," suggesting that employed mothers may elicit and receive fewer responses from their children. The possible compounding effect of the preterm infant makes these results nongeneralizable.

66. Collins, S.W. "The Effects of Maternal Employment Upon Adolescent Personality Adjustment." *Graduate Research in Education and Related Disciplines*, 8 (Spring 1975): 5-44.

Three hundred eighty-nine Black, Spanish, and White young adolescents from lower income intact families were studies for personality differences. An unexpected finding, and the only one of significance, was that "(t)he group that appears to be the culprit of poor personality adjustment especially in the areas of recognition and independence is now the part-time working mothers. These children of part-time working mothers tend to be more anxious and less sociable, perhaps due to the instability of the mother's role outside and within the home.

67. Dellas, M., E.L. Gaier and C.A. Emihovich. "Maternal Employment and Selected Behaviors and Attitudes of Preadolescents." *Adolescence*, XIV, 55 (Fall 1979): 579-89.

Analyses of interviews of a sample of 176 adolescent and preadolescent children of working and non-working mothers on five topics: parent-child relationships; personal problems, sex role ideology; educational and career aspirations; future life orientation. Only sex role ideology differences were found to be significant and these only among preadolescent, not adolescent, children. The article includes a thorough review of related literature, and suggests that maternal employment in and of itself probably has little direct effect on children.

68. Entwisle, D. and E. Greenberger. "Adolescents' Views of Women's Work Role." *American Journal of Orthopsychiatry*, 42 (July 1972): 648-56.

Explores the opinions of adolescent girls (305) and boys (270) with respect to whether women should work, what kind of jobs women should have, and whether women are intellectually curious. High IQ students were more liberal than medium IQ students (especially girls). Middle-class white boys with high IQs, however, were the least liberal of all. Boys were consistently more bound by sex-role stereotypes. Both boys and girls felt negatively about women holding "men's" jobs, and neither sex was enthusiastic about women working at all. "Sex discrepancies in work expectations are greatest in the very groups that may produce females with high occupational aspirations and the ability to implement these aspirations."

69. Etaugh, C. "Effects of Maternal Employment on Children: Review of Recent Research." *Merrill Palmer Quarterly (*April 1974): 71-98.

A frequently cited review of research conducted between 1963 and 1972 on maternal employment and its effects on children: specifically attachment behaviors in infants and preschoolers, adjustment of elementary school children and adolescents, school achievement and intelligence of different age groups, career aspirations and sex-role ideology of children. General conclusions are: the strength of attachment to the mother in very young children is a function of quality, not quantity of time; role satisfaction rather than employment or non-employment role itself is related to child adjustment; school achievement is probably unrelated to maternal employment; but higher career aspirations of girls, and less-sex-role stereotyping of children of both sexes is related to maternal employment.

70. Farley, J. "Maternal Employment and Child Behavior." *Cornell Journal of Social Relations,* 3 (Fall 1968): 58-71.

A 1968 pilot study of 224 college students to test two hypotheses: (1) that children of working mothers are more likely to achieve academic success in college than children of nonworking mothers, and (2) that children of working mothers are more likely to participate in contemporary political activities than children of nonworking mothers. Males with working mothers did much better academically than males with nonworking mothers; while females with working mothers did the same or worse than those with nonworking mothers. While children of working mothers were more likely to see themselves as political "changers" daughters of working mothers were 10% less likely to see themselves in this role. These differences between sons and daughters of working mothers remain unexplained.

71. Feldman, H. and M. Feldman. *A Study of the Effects on the Family Due to Employment of the Welfare Mother. Volume I, Findings and Implications.* Ithaca, New York: Cornell University College of Human Ecology, 1972.

Compared 1325 mothers of teenagers according to welfare, marital and employment status. Employment of mothers had more positive effect than negative including respect for mother, child's sense of responsibility, mother's expectations for child's education, independence. However, working mothers in the study were more efficient and better educated than nonworking mothers, and thus differences noted in children may be attributable to these factors rather than working *per se.*

72. Gold, D. and D. Andres. "Comparisons of Adolescent Children with Employed and Nonemployed Mothers." *Merrill Palmer Quarterly,* 24, 4 (October 1978): 243-54.

________________. "Developmental Comparisons Between Ten-Year-Old Children and Employed and Nonemployed Mothers." *Child Development,* 49 (1978): 75-84.

________________. "Relations Between Maternal Employment and Development of Nursery School Children." RIE (July 1977), *ERIC ED* 135461:2.

Examines the relationship between maternal employment, and both cognitive and sex-role development of daughters and sons, hypothesizing that: sons and daughters of employed mothers have broader concepts of sex roles than children of nonemployed mothers; sons of employed mothers have poorer cognitive development while daughters have enhanced cognitive development compared to their controls; maternal employment has stronger effects in middle-class than working-class families; and the younger the child when the mother commenced employment, the stronger the effects on the child. The sample consisted of 586 children aged 3½ to 5, 10, and 15, and their parents. The data collected supported all of the authors' hypotheses except that maternal employment did not appear to be related to enhanced cognitive development in girls. Contrary to prediction, adolescent sons of employed mothers did not have greater adjustments and academic problems than did sons of non-employed mothers. As others have reported, sons' academic performance is better with greater paternal involvement. In general, children of employed mothers were better adjusted than children of non-employed mothers. The relationships found, however, did not show consistent and high statistical significance.

73. Hansson, R.O., M.E. Chernouetz and W.H. Jones. "Maternal Employment and Androgyny." *Psychology of Women Quarterly*, 2 (1977): 76-78.

A survey of 268 female undergraduates conducted to demonstrate the relationships between maternal employment and the development of an "androgynous self-concept." The effect of maternal employment on college females is largely positive because androgynous women retain female sex-role qualities and add male sex-role qualities, and thus increase their adaptability and options.

74. Hock, E. "Working and Nonworking Mothers with Infants: Perceptions of Their Careers, Their Infants' Needs, and Satisfaction with Mothering." *Developmental Psychology*, 14, 1 (1978): 37-43.

One of the few studies of working mothers with infants. Hock focuses on mother's career orientation, beliefs about infant need for exclusive mothering, and maternal role satisfaction. Fifty-nine working and seventy-one nonworking (matched for significant socio-demographic characteristics) mothers were interviewed at the time of childbirth and three months later. Working mothers were less likely than nonworking mothers to express views that adhered to an exclusive mother-infant relationship. Career orientation and perceptions about their infant's reaction to separation were stable from time of birth to three months later. Nonworking mothers who were career oriented perceived more infant distress at separation than working mothers.

75. Hoffman, L. "The Effects of Maternal Employment on the Child —A Review of the Research." *Developmental Psychology*, 10 (1974): 204-28.

An extremely thorough and well-researched review of major hypotheses about the effects of maternal employment: that the particular role model the working mother presents to her children affects their self-concept, particularly that of daughters; that the mothers' emotional state is affected by her work status, and that emotional state in turn affects the children; that child-rearing practices differ between employed and non-employed mothers; that the mother employed outside of the home provides less personal supervision of her children; that the children of working mothers feel emotionally rejected or cognitively deprived because of maternal absence from the home. The studies reviewed look at the effect of maternal employment on children's social attitudes and values, general mental health and adjustment and cognitive abilities or achievements. The review clearly supports her introductory admonition: "The distance between an antecedent condition like maternal employment and a child characteristic is too great to be covered in a single leap."

76. Hoffman, L.W. "Maternal Employment; 1979." *American Psychologist*, 34, 10 (October 1979): 859-65.

A concise summary of recent findings about maternal employment and its effects on different age children. Hoffman's major thesis is that maternal employment is becoming the modal pattern of family life in America, and that its effects should be examined in these terms. It is important that children be socialized to play the adult working and home roles that are increasingly dominant.

77. Hoffman, L. "The Professional Woman as Mother." *Annals of New York Academy of Science 1973:* 208-09, 211-17.

Despite constraints, the life of working mother may be rich and varied. Hoffman emphasizes the methodological problems encountered in studies of the effects of maternal employment on children but notes that the only negative effects which have been found cannot be attributed to maternal employment, *per se*, but rather to the effects of maternal guilt on the child. She reviews research on the daughters of working mothers, and notes that little is known about preschool children of working mothers.

78. Howell, M. "Effects of Maternal Employment on the Child, II." *Pediatrics*, 52, 3 (Sept. 1973): 327-43.

A review of literature on working mothers and their children (280 references) covering neonatal, infancy, preschool, and school years. Howell suggests that substitute care need not be harmful to children, and may be beneficial because greater independence is encouraged. The quality of care and the mother's attitudes are important intervening variables as are working conditions and other family functions.

79. Hutner, F.C. "Mother's Education and Working: Effect on the School Child." *The Journal of Psychology*, 82 (1972): 27-37.

A secondary analysis of data collected in 1964 by the Princeton, New Jersey Borough and Township School Board on characteristics of 3583 school children and their parents. Maternal educational attainment was found to be directly and significantly related to parents' and teachers' expectations of children's attainment, and to the child's performance (IQ, achievement and aptitude). When negative effects of maternal employment were found, they tended to be found in elementary school children, particularly those whose mothers had only a high-school education, and may be related to lack of good substitute care. The data used did not include some critical variables such as sex of student, family income, and education of father.

80. Kaufman, E.B., "Should Mothers Work? The Effects of Maternal Employment on Children." New York, NY: Bank Street College of Education, Master's Thesis, August 1975.

Reviews 94 sources, but places emphasis on a few child development publications which stress mother-infant attachment and separation anxieties of young children. The author is strongly biased toward the theory that exclusive early mothering is important for attachment formation during the first three years. Older preschool children, however, may benefit from good quality alternatives to exclusive early mothering. Studies of school-age children are contradictory or inconclusive. A section on juvenile delinquency dispels the myths about the relationship between maternal employment and delinquent adolescents.

81. King, K., T.J. Abernathy, Jr. and A.H. Chapman. "Black Adolescents' View of Maternal Employment as a Threat to the Marital Re-

lationships. 1963-1973." *Journal of Marriage and the Family,* 38 (November 1976): 733-37.

A 1973 survey of black teenagers showed more acceptance of wives working than did a 1963 survey. Black adolescents whose mothers work and black adolescents from higher status families both perceived maternal employment as less threatening to marriage than did those from non-working mothers and/or lower status families.

82. Macke, A. and W. Morgan. *Mother's Employment and Daughter's Work Orientation: A Test of Alternative Socialization Processes for Blacks and Whites.* Washington, D.C.: Public Health Service, 1976.

    A study of 1067 high school girls and 258 mothers (42% of sample were black) was done to test the hypothesis that a working mother will increase a daughter's work orientation. It was hypothesized that white girls' work orientation is more likely than blacks' to be a function of commitment to homemaker's role. The evidence indicated that mother's work commitment and her own work experience as a positive or negative model were not the only factors which influenced daughter's work orientation. Rather an interactionary process between mother and daughter is an important variable in daughter's work orientation.

83. Marantz, S. and A. Mansfield. "Maternal Employment and the Development of Sex-Role Stereotyping in Five to Eleven Year Old Girls." *Child Development,* 48 (1974): 668-73.

    Ninety-eight predominantly white, middle-class girls, five to eleven years old, and their mothers were studied. Daughters of working mothers gave fewer stereotyped responses. Whether or not the mother worked did not affect the daughter's choice of future occupation, but whether or not the mother's work was sex-role stereotyped did affect the daughter's choice. As the girls got older, stereotyping was decreased. Generally daughters appeared to be insensitive to the mother's life style before age seven or eight, which may mean this age is critical for sex-role development.

84. Miller, S.M. "Effects of Maternal Employment on Sex-Role Perception, Interests, and Self-Esteem in Kindergarten Girls." *Developmental Psychology,* 11 (1975): 405-06.

    A small study of 34 kindergarten girls of working and non-working mothers intended to explore sex-role perceptions, interests and self-esteem of the children. The daughters of working mothers had less traditional sex-role perceptions, and more tendency to see their mother as a role model. No difference in self-esteem between the two groups was found. The daughters of working mothers showed less interest in toys and games (from dolls to trucks), and appeared slightly more interested in aggressive games, a finding considered "complicated" by the authors, and not explained.

85. Miller, T.W. "Effects of Maternal Age, Education and Employment Status on the Self-Esteem of the Child." *Journal of Social Psychology*, 95 (February 1975): 141-43.

______________ "The Working Mother: Issues and Implications for Family Counselors." *Journal of Family Counseling*, 4 (1976): 60-65.

A sample of 158 eighth-grade children and their mothers who work full-time or not at all were used to test the effect of maternal employment on the child's level of self-esteem and relationship with the mother. Results showed that full-time maternal employment has greater effect on child's level of self-esteem for the inner-city black child than for the white suburban child. A mother's positive self-perception positively affected the child's self-esteem. The author concluded that inner-city urban mothers may have to deal with different issues related to work than mothers who live elsewhere.

86. Moore, T.W. "Exclusive Early Mothering and Alternatives: The Outcome to Adolescence." *Scandanavian Journal of Psychology*, 16 (1975): 255-72.

A complex psychological study of 167 English children to determine if there are significant personality differences among preschool children who are cared for exclusively by their own natural mothers versus those in diffused or substitute mothering arrangements, and to examine its long-range effects. For boys, exclusive mothering created a tendency toward conformity to adult rather than peer standards, including better reading scores and scientific and constructive interests in adolescence. Diffused mothering for boys creates peer-oriented, non-conformist, confident, and assertive behavior. Those boys were slightly less successful in school, but better at writing and in adolescence tended to be more social and athletic. Fewer differences were found in girls, although exclusively mothered girls had a tendency to exhibit more domesticity, anxiety, and introversion, while diffuse mothering led to more aggressive and ambivalent feelings.

87. Murray, A.D., "Maternal Employment Reconsidered: Effects on Infants." *American Journal of Orthopsychiatry*, 45, 5 (October 1975): 773-90.

Reviews studies of infant development with particular focus on four areas: maternal deprivation, maternal employment, substitute care, and mother-child interaction. The need for stability of the caretaker during the first three years is emphasized. Stability and consistency are more important than whether substitute care was used. Maternal separation did not mean maternal deprivation.

88. Nelson, D.D. "A Study of Personality Adjustment Among Adolescent Children with Working and Non-Working Mothers." *Journal of Educational Research,* 64 (March 1971): 328-30.

A study of 312 white ninth-graders living with both parents conducted to determine if sons and daughters of working and non-working mothers differ in personality adjustment. Boys whose mothers worked full-time had better scores than girls. In fact, the scores of boys were better if the mother worked full-time than part-time or not at all. Girls with non-working mothers had better adjustment scores than those with part- or full-time working mothers.

89. Nelson, H.Y. and P.R. Goldman. "Attitudes of High School Students and Young Adults Toward the Gainful Employment of Married Women." *Family Coordinator,* 18 (July 1969): 251-55.

Examines and compares the attitudes toward working wives of high school students who took a family life education course in 1958-59, and students who took the course in 1965. Women, students in the later class, and individuals questioned six years after the high school course were more favorable to wives working. "Males almost without exception, projecting five and ten years into the future, desired a wife who was homemaker only." About half of the women shared this perspective.

90. Parelius, A.P. "Change and Stability in College Women's Orientations Toward Education, Family, and Work." *Social Problems,* 22 (February 1975): 420-32.

Compared the educational, financial and work orientations of 147 college women in 1969 with those of 200 college women in 1973. Major shifts toward feminism occurred between 1969 and 1973. Among those women who intended to combine marriage, career and family, the shift was away from an interrupted career pattern, and toward a "double track" pattern. Greater changes occurred in women's feminist orientation in general than in their own personal expectations.

91. Poznanski, E., A. Maxey, and G. Marsden. "Clinical Implications of Maternal Employment: A Review of Research." *Journal of the American Academy of Child Psychiatry*, 9 (1970): 741.

Reviews mainly clinical studies (40-50) from the 1960s, organized by stages of child development: preschool, latency, adolescence, and maternal role implications for all ages. For children of working mothers (especially boys) there appears to be an increase in dependency behavior and sexual identity problems, particularly among lower-class children. If the family is stable, maternal employment may be beneficial, but if the family is unstable, the stress of maternal employment may make it worse.

92. Propper, A.M. "The Relationship of Maternal Employment to Adolescent Roles, Activities and Parental Relationships." *Journal of Marriage and the Family*, 34 (1972): 417-21.

Two hundred twenty-nine 9th and 12th graders in Toronto whose mothers had been employed full-time for at least seven years since their birth or whose mothers had never been employed were questioned. Children of working mothers do work more around the house. Household chores do not limit their time for leisure activities and part-time jobs. Parent-child disagreement was found to be more frequent among working women's children than among non-working women's children. Parental interest, help with school and personal problems, and closeness with parents was unrelated to mother's employment status. Sons of working mothers less frequently chose the father as an adult ideal.

93. Query, J.M.N. and T. Kuruvilla. "Male and Female Adolescent Achievement and Maternal Employment." *Adolescence*, 39 (Fall 1975): 353-56.

There was no statistically significant difference in performance on achievement tests given to 225 white ninth grade girls between children of working and non-working mothers. However, girls scored higher if mothers were professionals or had a college degree.

94. Ross, H.L. and S.V. Sawhill. *Time of Transition: The Growth of Families Headed by Women*. Washington, D.C.: Urban Institute, 1975.

Reviews research to examine the historical, social demographic, and economic parameters of single-parent families, particularly families on welfare. Ross and Sawhill argue that the relationship between a mother and her child is very complex and that the conditions under which a child is reared are important intervening variables which have not been examined. Studies to date on father absence are "an overstatement which have undermined further inquiry by making people think that they know much more than they do, and which has undermined public understanding by fostering images of failure and irresponsibility that do not fit the facts today and perhaps never did." New directions for research and public policy are suggested.

95. Salo, K.E. "Maternal Employment and Children's Behavior: A Review of Literature." *Catalog of Selected Documents in Psychology,* 5 (Summer 1975): 277.

Reviews literature mainly before 1969, on maternal employment in five major areas: personality development of children, academic achievement, sex-role perceptions, maternal characteristics and substitute care. Research problems which have characterized studies in the area of maternal employment are unsystematic conceptualization of the problem, inadequate definition of terms and their measurement, inadequate control of pertinent variables, and small sample sizes.

96. Stein, A.H. "The Effects of Maternal Employment and Educational Attainment on the Sex-Typed Attributes of College Families." *Social Behavior and Personality,* 1 (1973): 111-14.

Fifty-one predominantly white, middle- and upper-middle class female undergraduates at Cornell University were administered a questionnaire to determine the impact of mother's employment and education, and the strength of the daughter's identification with mother as determinants of "sex-typing" of daughters. The more the mother worked, the more "masculine" the daughter's personality scores, and the greater the work and education plans of the daughter.

97. Steinmann, A. and D.J. Fox. "Attitudes Toward Women's Family Role Among Black and White Undergraduates." *Family Coordinator,* 19 (October 1970): 363-68.

Investigates whether black college women believe men desire a strongly family-oriented woman, far more family-oriented than they, the women, want to be. In a study of black and white male and female undergraduates, black women believed men want a woman to be balanced between self-actualizing and family-oriented goals; white undergraduates were more traditional. The authors suggest that black culture had worked to produce what might be considered the more advanced sex-role attitudes.

98. Vogel, S.R., I.K. Broverman, D.M. Broverman, F.E. Clarkson, and P.S. Rosenkrantz. "Maternal Employment and Perception of

Sex Roles Among College Students." *Developmental Psychology,* 3 (1970): 384-91.

A study of 122 college students using the Broverman's well-tested sex-role questionnaire. Both male and female children of employed mothers perceived significantly less difference between masculine and feminine roles than did children of homemaker mothers. Sex-role perception is affected by actual parental role behaviors, thus implying that sex-role stereotypes can be changed.

99. Walker, L.S. and J.L. Walker. "Factor Analysis of Students' Attitudes Toward Working Mothers." *Psychological Reports,* 41 (1977): 723-27.

Two hundred forty-seven undergraduate students (90 males and 150 females) were questionned to determine the dimensions of their attitudes toward working mothers with preschool children. The major attitude areas related to students feelings about women with preschool children working were: concern with effects on the children, feelings related to the personality traits of the mother, and concern with the emotional characteristics of the mother. The article is mainly intended to develop methodology and instruments for further testing of college students' attitudes.

100. Wallston, B. "The Effects of Maternal Employment on Children." *Journal of Child Psychology and Psychiatry, and Allied Disciplines,* 14 (1973): 81-95.

A review organized by children's age group, covering infants, preschoolers, school age children and adolescents. Good quality substitute care is critical, and satisfaction of the mother with her role has a more important effect on the children than the content of the role. Readers are cautioned about research on maternal employment based on the self-reporting of mothers and/or adolescent children.

101. Williamson, S.Z. "The Effects of Maternal Employment on the Scholastic Performance of Children." *Journal of Home Economics,* 62 (October 1970): 609-13.

No significant difference in scholastic achievement and no difference in absenteeism from school was found among 40 seventh-graders whose mothers worked full-time from grades one to six, and 40 seventh-graders whose mothers were not employed at all during those years. An important difference in children's achievement was related to maternal satisfaction with her role, whether she was employed outside the home or not. Employed and non-employed mothers spent the same number of hours each day with their children.

102. Woods, M.B. "The Unsupervised Child of the Working Mother." *Development Psychology,* 6 (1972): 14-25.

A study of 142 fifth-grade children from a North Philadelphia black ghetto, 108 of whom had employed mothers. Girls tended to be unsupervised more than boys, and unsupervised girls exhibited more problems with school achievement, intelligence, and school relations. Unsupervised children did not exhibit delinquent behavior or personality difficulties, but tended to be less self-reliant than supervised children. Full-time employed mothers had children with the best school and social adjustment, and the highest IQ scores. Woods also found that mothers who are happy with their work have well-adjusted children.

C. Effects of Maternal Employment on the Family

103. Angrist, S. and J. Lane. "Economic, Social and Policy Aspects of Child Care: A Quantitative Analysis of Child Care Arrangements of Working Mothers." Report, the School of Urban and Public Affairs, Carnegie Mellon University, Pittsburgh, PA, March 1974.

_______________ and R. Mickelson. "How Working Mothers Manage: Socioeconomic Differences in Work, Child Care and Household Tasks." *Social Science Quarterly,* 56, 4 (March 1976): 631-37.

A study of working mothers was conducted in the Pittsburgh area to examine how a woman's occupation affects childcare arrangements and household management. The results showed that 65% of clerical women work for economic reasons while 69% of professionals work mainly out of preference. Fifty-eight percent of professional women as compared to 33% of clerical claim to be the person in the family mainly responsible for taking care of children. Professional women rely more on paid care (94%), in home care (53%) and care by non-relatives (82%). Clerical workers rely more on out of home care (82%) and relatives (40%). Satisfaction with quality of childcare arrangements was similar for both groups. There was however, a consistent tendency for clerical workers to do chores themselves and professional women to use paid help. There are major differences in the ways working women assume their roles as worker, mother and housekeeper which are related to women's combined family income.

104. Bardwick, J. and E. Douvan. "When Women Work." in Loring, R. and H. Otto. *New Life Options.* New York: McGraw-Hill (1976): 32-45.

How does a working woman deal with external forces, including pressures to perform her household duties as well as her professional duties, and internal forces, including self-perceptions about identity and feminity. The maintenance of the dual role requires an initiation of new patterns of shared responsibilities between the wife, husband, and children. Options available to a woman include part-time work, work module arrangements, free-lancing and volunteer work. A woman can best cope with internal conflicts if she works with others confronting similar problems.

105. Bean, F.D., R.L. Curtis, Jr., and J.P. Marcum. "Familism and Marital Satisfaction Among Mexican Americans: The Effects of Family Size, Wife's Labor Force Participation, and Conjugal Power." *Journal of Marriage and the Family,* 39, 4 (November 1977): 759-67.

A secondary analysis of responses of 325 Mexican-American couples from the 1969 Austin Family Survey was done to determine the relationship between three variables—family size, wife's labor force participation, and conjugal power—and marital satisfaction. They hypothesized that familism—"a constellation of values that give overriding importance to the family and the needs of the collective"—would be stronger among Mexican-Americans than Anglos or blacks. In regard to family size, the smaller the family size, the greater the marital happiness among all three groups. Wife's labor force participation decreased marital satisfaction only among blue collar families. When the wife worked voluntarily, the husband was more satisfied with the family's standard of living, but less satisfied with his marriage. Finally, less autocratic decision-making in the family (conjugal power) lead to greater marital satisfaction among all groups. Thus, familism does not appear to be an overriding factor.

106. Belfer, M. "Mothers of Children in Day Care." *Child Welfare,* 53 (1974): 366-72.

A case study of group "therapy" sessions held for the mothers of children enrolled in a particular daycare center in order to help these women overcome their own unresolved conflicts regarding leaving their children. The session helped mothers to learn about their childrens' behavior and understand that behavior developmentally. The authors concluded that for daycare to benefit both children and mothers, mothers must resolve their own separation conflicts and "release" the child psychologically.

107. Borker, S., J. Makarushka and C. Rudolph. "The Effect of Adolescent Childbearing on the Education and Incomes of Mature Women." Paper presented at the annual meeting of the Eastern Sociological Society, Philadelphia, April 1, 1978.

An exploration of the effect of adolescent motherhood on incomes of employed married and formerly married women was conducted using data from the National Logitudinal Survey of women aged 20-44. Analysis showed that occupation and education are the most important predictors of income. Thus, it is educational disadvantage, not adolescent pregnancy *per se,* which affects income. Adolescent mothers lose about two years of education. The disability of adolescent mothers is not that they took time off to have children, but that the educational cost before completion of high school had permanent effect on income and reduced their earning power.

108. Bryson, J.B., and R. Bryson (eds.). "Dual Career Couples." *Psychology of Women Quarterly,* 3 (special issue, 1978): 1-120.

Interviews with dual career couples were conducted to obtain data in several areas: the egalitarian or non-egalitarian nature of job-seeking behavior; attitudes of academic department heads regarding the hiring of married working couples; the family dynamics of "continuous career" couples in which the wife shifted from part-time work to full-time work; and male participation in family and home roles and childcare responsibilities. The final study examined the psychological traits among both traditional and dual-career couples. In dual-career families, the husband's professional goals take precedence, and the wife assumes most of the responsibilities for home care and child care, in addition to her job.

109. Burke, R. and T. Weir. "Some Personality Differences Between Members of One-Career and Two-Career Families." *Journal of Marriage and the Family,* 38, 3 (August 1976): 453-59.

The interpersonal needs of 189 husbands and wives of traditional (husband only works outside the home) and two-career families were investigated using mailed questionnaires and standardized personality tests. Results showed that husbands of housewives preferred initiating interactions more than did husbands of working wives. Husbands of housewives were most concerned with authority and dominance. Dual-career couples were shown to have lower relational needs, and more of tendency toward separate identities and sharing power than members of traditional families.

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110. Campbell, A. "Women at Home and at Work," New Research on Women and Sex Roles at the University of Michigan. Ed. D.G. McGuigan. Ann Arbor, MI: University of Michigan Center for Continuing Education of Women, 1976.

Are working women happier in marriage and life than non-working women is the major question. A sample of 291 married women working outside the home and 445 housewives was drawn from a 1971 Institute of Social Research national survey, and scaled questions relating to satisfaction, happiness, quality of life, and stress were asked. No differences were found in any of the four measures among the wives or the husbands, regardless of wife's work status, except among college graduates, where employment is associated with a positive evaluation of life and marriage. Women seem to be choosing to work or not to work outside the home, based on their own perception of comparative costs and benefits in the two roles.

111. Clinch, T.A. "The Professional Woman and Her Family." *The Humanist* (May/June 1975): 14-16.

A survey of professional women in New York City to explore their perception of conflicts between working and mothering, and the reactions of their spouses and children to their work was conducted. Women felt that their roles conflicted, essentially because they were holding two full-time jobs simultaneously although most husbands were supportive. Children whose mothers returned to work after the child was accustomed to her presence had a harder time accepting her absence than did children whose mothers returned to work soon after childbirth. The women felt that their involvement in their professions was helpful to the family and encouraged shared responsibility and cooperation.

112. Duncan, R.P. and C.C. Perrucci. "Dual Occupation Families and Migration." *American Sociological Review,* 41 (April 1976): 252-61.

Uses U.S. Census data, NORC longitudinal data and data from self-administered questionnaires to explore the relationship between wife's employment and family migration. The findings revealed that wife's employment is not a deterrent to familial migration and that wife's occupational prestige and contribution to total family income are inconsequential. However, husband's occupational prestige, demands to migrate emanating from his job and greater employment opportunities elsewhere all serve to increase the probability of interstate migration which is often unfavorable to wife's continued labor-force participation.

113. Engel, M.H. and F.A. Della Cava. "The Costs of a Career: Marital Problems of Women in the Professions." Paper read at Eastern Sociological Society, April 1, 1978.

A survey of 238 lawyers and college professors in New York City was conducted to determine degree of conflict in combining a profession with motherhood. Intense conflict between marital and career roles was expressed, and a high percentage of respondents had never married, or had been divorced. Most frequently the conflict was over responsibility for the household roles which generally fell on the wife even if the spouse's professional roles were the same or over combining careers with child-rearing, particularly with young children. A disporportionately large number of women chose not to have children, or only one. Among divorced women, their career was a major factor in the marriage breakup.

114. Farmer, H.S. and M.J. Bohn, Jr. "Home Career Conflict Reduction and the Level of Career Interest in Women." *Journal of Counseling Psychology,* 17, 3 (1970): 228-32.

The study predicted that the level of vocational interest among women, regardless of their marital status, would be raised if home-career conflict were reduced. The Strong Vocational Inventory was administered to 50 working women, 25 married and 25 single to test their hypothesis. Full annotation in Astin. (No. 205)

115. Feinstein, K.W. (ed.). *Working Women and Families.* Beverly Hills, California: Sage (1979).

A collection of 12 papers about women and work. The articles discuss issues working mothers face: work and welfare, husbands and housework, day care, job sharing and other "non-traditional" work schedules. The conclusion describes the need for new conceptions of family roles.

116. Feldman, H. "The Effects of Children on the Family." in Michel, A. (ed.). *Family Issues of Employed Women in Europe and America.* Leiden: E.J. Brill (1971): 106-24.

A questionnaire was administered to 852 urban middle and upper-middle class couples to examine the effect of children on marital satisfaction. The couples with children had significantly lower levels of marital satisfaction, and among childless couples marital satisfaction decreased from prepartum to postpartum periods. For couples whose prepartum relationship was characterized by lower levels of communication, the birth of a child was more likely to result in increased marital satisfaction. Multipara women also reported a greater negative effect on marital satisfaction than primapara women. Marital satisfaction was highest early in marriage and during post child-bearing years.

117. Ferree, M.M. "Working Class Jobs: Housework and Paid Work as Sources of Satisfaction." *Social Problems*, 23 (1976): 431-41.

A comparison of housework with paid work in terms of satisfaction. Interviews were conducted with 135 married white working-class women in Massachusetts, with an average of 3.4 children. Full-time homemakers were less satisfied than women who held paid jobs. Part-time workers were generally more satisfied than other groups. Although these women work out of financial necessity, they receive much more from their work than simply money.

118. Gannon, M. and D. Hendrickson. "Career Orientation and Job Satisfaction Among Working Wives." *Journal of Applied Psychology*, 57 (1973): 339-40.

The relationship between career orientation and job satisfaction is explored using a sample of sixty-nine office workers in Washington, D.C. Questionnaires were used to measure job satisfaction and career orientation. The authors concluded that job involvement is relatively independent of the degree of concern for work versus the family, and that working wives are capable of "dual allegiance" to both family and job.

119. Garland, T.N. "The Better Half? The Male in the Dual Profession Family." in Safilio-Rothschild, C. (ed.). *Toward a Sociology of Women*. Lexington, MA: Xerox College Publishing (1972): 199-216.

Poloma, M.M. "The Myth of the Egalitarian Family: Familial Roles and the Professionally Employed Wife." Paper presented at the American Sociological Association Annual Meeting, 1970.

________________. "Role Conflict and the Married Professional Woman." in Safilio-Rothschild, C. (ed.). *Toward A Sociology of Women*. Lexington, Mass: Xerox Publishing Co. (1972): 187-98.

________________. and T.N. Garland. "Cribs or Careers?: Professionally Employed Married Women's Attitudes Toward Motherhood." Unpublished paper presented at the American Sociological Association, 1971.

________________. "Jobs or Careers? The Case of the Professionally Employed Married Woman." in Michel, A. (ed.). *Family Issues of Employed Women in Europe and America*. Leiden: E.J. Brill (1971): 126-42.

_______________. "The Married Professional Woman: A Study in the Tolerance of Domestication." *Journal of Marriage and the Family*, 33, 3 (August 1971).

The works of Poloma and/or Garland are based on their study of 53 dual career families in which the wife was a physician, lawyer, or college teacher. The in-depth interviews with husbands and wives explored the nature of the relationship between the two, the women's attitudes toward her home and professional roles, and her husband's attitudes toward her career. Garland found that the husbands of professional women do not feel threatened by their wives' career if the wife is not more financially successful than the husband. In Poloma's article on role conflict the author finds that: "In all except four cases in the sample any necessary compromise between home and profession was made in favor of home role demands." In "Cribs and Careers: (unpublished), the authors admonish policy-makers not to assume that female employment—even career oriented employment—has a simple direct impact on family and home roles.

120. Golden, Susan (ed.). *Work, Family Roles and Support Systems.* The University of Michigan, Center for Continuing Education of Women, Ann Arbor, Michigan (1978).

A collection of 16 research papers and reports. Five primary areas were addressed: (1) internal factors influencing women's life goals, (2) racial differences in why women work, and how work and family roles are integrated, (3) class differences as determinants of women's educational choices, (4) wage differences and (5) women's differences in values and social competence across the lifespan. Chapters 10-16 address issues of "Working Mothers and Their Families."

121. Hall, D.T. "A Model of Coping with Role Conflict: The Role Behavior of College Educated Women." *Administrative Science Quarterly*, 17 (December 1972): 471-86.

A descriptive study was conducted to explore conflicts experienced by married women as a result of multiple role performance. The various strategies used for coping with these conflicts, and the varying degrees of satisfaction to be gained from different strategies were examined. Full annotation in Bickner. (No. 206).

122. Harrell, J.E. and C.A. Ridley. "Substitute Child Care, Maternal Employment and the Quality of Mother-Child Interaction." *Journal of Marriage and the Family*, 37 (August 1975): 556-64.

Explores the relationship between employed mother's work satisfaction, and satisfaction with childcare, and the mother-child interaction. Eighty-nine employed mothers whose children were in daycare in Pennsylvania or were on daycare waiting lists were interviewed. A significant relationship was found between satisfaction with childcare and work satisfaction, and between work satisfaction and the quality of mother-child interaction. Since childcare is the dominant role of mothers, that role must be satisfactorily filled by others for mothers to be satisfied in their work role.

123. Harrison, A.O. and J. H. Minor. "Interrole Conflict, Coping Strategies, and Satisfaction Among Black Working Wives." *Journal of Marriage and the Family,* 40, 4 (November 1978): 799-805.

Analysis of the responses of 61 black women who were volunteers in black professional and civic women's organizations and 41 black pofessional women. All were employed full time, married with husbands present, and had children under age 18. When conflicts occurred between wife and worker roles, the subjects chose a coping strategy that used external help (husband) to structurally change the roles involved. In mother-worker role conflict, women more often made internal personality adjustments to reduce conflict. However, job status influenced worker satisfaction more than coping strategy or husband support.

124. Haunstein, L.S., S.V. Kasl and E. Harburg. "Women Status, Work Satisfaction, and Blood Pressure Among Married Black and White Women." *Psychology of Women Quarterly,* 1 (1974): 334-49.

Explores the relationship between occupational stress and hypertension using a sample of 508 white and black married women n Detroit. Working wives who were currently unemployed had lower blood pressure levels than housewives. Among working wives, tension regarding housework was not related to higher blood pressure, but women who had a high commitment to work role had higher blood pressures. Job dissatisfaction was also related to higher blood pressure.

125. Haynes, S.G. and M. Feinleib. "Women, Work and Coronary Heart Disease: Prospective Findings from the Framingham Heart Study." *American Journal of Public Health,* 70, 2 (February 1980): 133-41.

Data from the Framingham Heart Study were used to compare rates of heart disease among men, working women and housewives. The subjects were 350 housewives, 387 working women and 580 men, aged 45 to 64 years who had been administered extensive psychological questionnaires as part of the Framingham study during the mid-1960's. Generally no significant differences in coronary heart disease rates were found between working women and housewives. Working women with several children did have higher rates of coronary heart disease than other groups. Therefore while working *per se* does not appear to increase the risk of coronary heart disease, the combination of certain situations and behaviors did increase this risk.

126. Herman, J.B. and K. Gyllstrom. "Working Men and Women: Inter- and Intra-Role Conflict." *Psychology of Women Quarterly*, 1, 4 (1977): 319-33.

A study of 500 employees of a major midwestern university was designed to explore conflict workers felt between home and work roles and conflict they felt within their job. The least conflict between social (home) roles and work was felt by married men and unmarried women, although inter-role conflict was related to the number of roles played (e.g., work, parent, spouse). Of the three occupational groups studied (academic professionals, faculty, nonacademic workers), academic professionals experienced the most role conflict, both between and within roles. Within occupational roles, men were more satisfied and involved than women, female faculty experienced more job tension than male faculty, but among academic professionals (nonfaculty), men experienced more job tension.

127. Holmstrom, L.L. *The Two-Career Family*. Cambridge, MA: Schenkman Publishing Co., 1972.

An interview study of two-career families in the U.S. in which the wife worked full-time as a professional in the humanities or sciences. Seven couples in which the wife did not work outside the home were interviewed for comparative purposes. Focus was on solutions to the major structural difficulties faced by two career families since society provides no universal solutions. Difficulties relate to the rigidity of full-time continuous career work which society defines in terms of the forty-hour week, nine to five or more, and the isolation of the family. The male dominance was prevalent even in the two-career families although there was more sharing of roles than in the traditional families. However, choices made consistently favored the husband's career over the wife's. Structural changes in society need to be made to increase the flexibility of both male and female occupational roles, and to extend the support services available to the family.

128. Hopkins, J. and P. White. "The Dual-Career Couple: Constraints and Supports." *The Family Coordinator,* 27, 3 (July 1978): 253-59.

Reviews and summarizes literature that deals with professional married women. Emphasis is on the conflict between egalitarian ethic of the dual career couple, and the reality of women carrying most of the domestic responsibilities in addition to her work responsibilities. Authors identify overload as one of the most important problems women in dual career families face. A second focus is the relationship between marital satisfaction, work and family attitudes. Authors construct a model for practitioners to enable them to understand the factors at work if a dual career lifestyle is to be maintained. Concrete suggestions for practitioners to emphasize when working with dual career couples or professional married women are outlined.

129. Howell, M. "Employed Mothers and Their Families." *Pediatrics,* 52 (August) 1973): 252-63.

Reviews the research (116 references) on the effects of maternal employment on the family in four areas: circumstances and purposes of maternal employment; effects of maternal employment on the relationship with spouse and family; correspondence between working and mothering; and effects of maternal employment on childcare and domestic functions. Four different types of family arrangements for childcare and housework are discussed: the woman does both outside work and housework; an outsider is paid to do the domestic work; domestic work is sent out to be done; man and woman share domestic work and both work outside. Advantages and disadvantages of each arrangement are discussed. In terms of familial decision-making, maternal employment may mean the decision-making roles of the spouses are more egalitarian, but often the wife will downplay her decision-making role to give the husband more power. The major conclusions are that divorce rates do not differ between households in which the wives work outside the home and those in which the wives stay home. Marital satisfaction is related to wife's attitude toward her role and the husband's approval or disapproval of that role. Lastly, the author stresses the importance of self-esteem: "Women who enjoy their work also enjoy the role of parent, and mothers who are dissatisfied with their work are more likely to be unhappy, unsure or dissatisfied with parenting."

130. Hudis, P.M. "Commitment to Work and to Family: Marital-Status Differences in Women's Earnings." *Journal of Marriage and the Family,* 38, 2 (May 1976): 267-78.

Analysis of data from the 1967 Survey of Economic Opportunity shows that never-married women make the greatest work commitment, followed by previously married women, and then women currently living with spouse. However, never-married women still earn $3,000 less than men in the same position. Number of children has less negative effect for previously married than currently married. Reduced seniority and occupational decisions in favor of family obligations both cause currently married women to have lower earnings for their educational attainment.

131. Hunt, G. and L.L. Hunt. "Dilemmas and Contradictions of Status: The Case of the Dual-Career Family." *Social Problems*, 24, 4 (April 1977): 407-16.

An essay which develops the theme of nuclear family as a patriarchal institution designed to support the individual (male) career in an industrial society. Analysis of three major themes to show that the nuclear family is inappropriate for the enhancement of a woman through her pursuit of a career: 1) careerists need the support of someone in a "wife" role to compete in the workplace; 2) competition in the workplace is kept lower by excluding qualified women; 3) the family cannot function without a fulltime "mother" role performed either by a parent or a domestic worker, who must be economically exploited to make the system work. Family and work roles must be radically restructured to enhance work and family roles and women's achievement status in the dual-career life-style.

132. Johnson, C.L. and A.F. Johnson. "Attitudes Toward Parenting in Dual-Career Families." *American Journal of Psychiatry*, 134 (April 1977): 391-95.

Focuses on the patterns of adaptation used by families with young children in which both the husband and the wife work at careers involving a high degree of emotional commitment and time involvement. Twenty-eight dual-career couples were interviewed. In one-half of the families the mother was involved in a "highly committed career" (medicine, law, college teaching), and in the other half there was less career involvement (nursing, school teaching and administration). Career-oriented educated mothers, who are more familiar with the child development literature, feel an added burden to be supermothers who can mold their child into an achieving, creative, accomplished, adjusted adult. Despite joint problem-solving and role flexibility, all wives reported major concerns over role conflict, role strain, and the areas of their child's life they might be missing by being at work. Families used mechanisms to reduce role strain, such as rationalization, teaching the children to be more self-reliant and independent, or denials by husbands to minimize the wives' role strain.

133. Lancaster, J. "Coping Mechanisms for the Working Mother." *American Journal of Nursing,* 75, 8 (August 1975): 1322-23.

Experiential data is used to provide some interesting hints for working mothers on how to cope and manage the juggling of incongruent roles. The general points are highlighted if a woman hates her job, her child will suffer, if employment enhances the woman's feelings of self-worth, those feelings are likely to permeate all her activities, including child-rearing; and length of employment is often positively related to self-esteem. Final section is advice for the working mother, such as, examine and be aware of your reasons for working.

134. Linn, E.L. "Women Dentists: Career and Family." *Social Problems,* 18 (Winter 1971): 393-404.

A study of 785 American-trained women dentists showed that although professional involvement did not constitute a barrier to marrying and having a family, women dentists who were married tended to have interrupted work histories and less total work time. Husbands in this study were very supportive of their wives careers. Full annotation, Bickner. (No. 206).

135. Locksley, A. "On the Effects of Wives' Employment on Marital Adjustment and Companionship." *Journal of Marriage and the Family,* 42, 2 (May 1980): 337-46.

Examines the relationship between wives' employment and marital satisfaction factors. A national sample of 1194 respondents (male and female in dual worker and single worker families) conducted by the University of Michigan Institute for Social Research was used. Findings showed that there were no significant differences in terms of marital adjustment and companionship variables for either males or females between dual and single worker families. Women in general regardless of work status, expressed more frustration and dissatisfaction with marriage and parenting than did men.

136. Long, L. "Women Labor Force Participation and the Residential Mobility of Families," in Stromberg, A. and S. Harkness, (ed.). *Women Working: Theories and Facts in Perspective.* California: Mayfield Publishing Company, 1978.

Using data from the Current Population Surveys and the 1970 census, the author found that men whose wives were employed in 1970 had higher rates of interstate migration, aiding the wife's entry into the labor force. The author suggests that working wives provide the couple more freedom as to which community they live in. However, migration of husbands interferes substantially with the formulation and achievement of occupational goals among women, lowers a woman's earning capacity, and may result in her dropping out of the labor force.

137. McGuigan, D.G. "Changing Family, Changing Workplace: New Research." The University of Michigan, Center for Continuing Education for Women, Ann Arbor, Michigan (November 6, 1978).

Collection of nine conference papers presented at the University of Michigan which dealt with the interaction of work and family. There are several major themes in the articles: the continued value of the family in the American system, more egalitarian role structure in the family, and the changing role of women. The authors conclude that although family structure has changed, the workplace has not yet made appropriate accommodation to the wellbeing of the family.

138. Merrian, I. "Women and Income Security." Radcliffe Conference, 1972.

A discussion of income maintenance and some advances in Social Security regulations with particular relevance to both working and non-working women is presented. A carefully outlined discussion of the distinct problems which women face as a result of discontinuous work history, dependents, and long periods of unpaid housework. Insightful discussion of long-term consequences of different work roles.

139. Moore, K.A. and I.V. Sawhill. "Implications of Women's Employment For Home and Family Life," in Stromberg, A. and S, Harkness (ed.). *Women Working: Theories and Facts in Perspective*. California: Mayfield Publishing Company, 1978.

Secondary analysis of 1973 census data to explore the implications of women's employment on home and family life. A number of issues are raised in terms of increased employment of women: as women choose a wider variety of life-styles, what will be the effect on the welfare of the children, the size of families, the stability of marriage, quality of relationship and distribution of family income. Marriages based on economic considerations alone are less likely to continue, although marriages today still tend to be an economic partnership in which wives are junior partners. When a young unmarried woman has a high income, she is less likely to marry, and when a married woman works and contributes to family income a divorce is more likely to occur.

140. Ohio State University. Center for Human Resource Research. *Dual Careers: a Longitudinal Analysis of the Labor Market Experience of Women*. Washington, D.C.: Government Printing Office, 4 (1975).

________________. *Years of Decision: A Longitudinal Study of the Educational, Labor Market and Family Experiences of Young Women*, 1968 to 1973. Washington, D.C.: Government Printing Office, 4 (November 1977).

Beginning in 1966, the Center for Human Resources Research at Ohio State University, and the United States Bureau of the Census, undertook a major national survey and analysis of the labor market experience of men and women. Four age groups of men and women were administered the questionnaire about their labor market and home experience (women 30-44 years old, men 45-59, and men and women 14-24). The age groups were chosen because they represented particular labor market problems. The four volumes published about women ages 30-44 are concerned with the work and home role of women, and are all called *Dual Careers*. Each of the first three volumes reports on results gathered at different periods, since the older women were interviewed in 1967, 1968 (mail), 1969, 1971, 1972, and 1974 (telephone). Volume 4 (1975) is a series of research papers which use multivariate statistical techniques to examine the patterns over time of women in the labor force, the factors that influence their career orientation, earnings, childcare, family migration, and job training. In addition, *Years for Decision*, the reports on the younger female cohort edited by Frank Mott, *et al.*, have some information on young mothers, and Volume 4 (November 1977) analyzes "Work and Motherhood: The Dynamics of Labor Force Participation Surrounding the First Birth." (Chapter 3).

141. Orden, S. and N. Bradburn. "Working Wives and Marriage Happiness." *American Journal of Sociology*, 74 (1969): 392-407.

The responses of 1,651 married men and women to questions on marriage happiness were used in this study to examine the relationships between marital satisfaction, lifestyle satisfaction and maternal employment. Full annotation in Astin. (No. 205).

142. Otto, H. and R. Otto. "The Juggling Act: Home and Career." in Loring, R. and H. Otto. *New Life Options*. New York: McGraw-Hill, 1976: 46-64.

Essay describes working mothers in relation to family organization and family experience. Three major themes are developed. The first asserts that as long as children consistently have caring, loving adults to relate to, their personalities will develop in a healthy manner. Second, the extent to which a mother is satisfied with her role as worker outside of the home or homemaker, influences the mental health of both daughters and sons. Third, it is the quality of a mother's care, rather than the quantity of time spent in caring, which is of major importance.

143. Pendelton, B.F., M.M. Poloma and T.N. Garland. "Scales for Investigation of the Dual-Career Family." *Journal of Marriage and the Family,* 42, 2 (May 1980): 269-76.

Guttman procedures were used to test scales in six analytic areas: marriage type, domestic responsibility, satisfaction, self-image, career salience and career line. All scales but domestic responsibility met the criteria for internal consistency, and three of the six scales are clearly Guttman scales (domestic responsibility, satisfaction and self-image) while the others are quasi-Guttman scales. These scales need to be validated on larger samples to confirm their usefulness.

144. Peterson, S.S., J.M. Richardson, and G.U. Kreuter (ed.). *The Two Career Family: Issues and Alternatives.* Washington, D.C.: University Press of America, 1978.

A collection of 19 papers presented at an interdisciplinary symposium examines the different trends in work and society which engender the special problems and creative adaptations of the dual career family. There are several sections: biographical case descriptions of two-career families with a particular focus on achievement motivation; special issues of dual career families, e.g., maternal employment and geographic mobility; and policy implications for continuing education, counseling and employee expectations. An article on "The Family Impact of Maternal Employment: Its Effects on Children" provides a systematic framework for the conceptualization of maternal employment, and a discussion of the multidimensional factors related to maternal employment.

145. Pleck, J.H. "The Work-Family Role System." *Social Problems,* 24, 4 (April 1977): 417-27.

Reviews the major findings related to each of the linkages in the work and family role system. It clearly and succinctly highlights current knowledge in the field (48 references). In terms of women's work and family roles, research shows that the composition of women's family role does not change when she takes on a work role, nor does the extent of family role time reduce proportionately. Changes in work and family roles for men and women are limited by structure of the "market" which sex-segregates both work and family jobs, and by the nature of boundaries between work and family roles which require women's family roles to intrude in her work, and men's work roles to intrude in his family life.

146. Poznanski, E., A. Maxey, and G. Marsden. "Parental Adaptations to Maternal Employment." *Journal of the American Academy of Child Psychiatry,* 13 (1974): 319-34.

Six families were studied using in-depth interviews with the couple and with each spouse individually in order to gain an understanding of the dynamics in families with children under five in which the wife worked at least thirty hours a week and had worked for at least six months. Despite the commitment of these families to maternal employment, the arrangement caused conflict primarily because traditional sex-role stereotypes were deeply embedded and conflicted with the reality of both spouses being providers. Tension was managed (unsuccessfully) through minimizing the contribution of the wife to the family income, treating the wife's employment as temporary, and avoiding the topic of the working wife. All parents expressed guilt about the effects of the maternal employment on their children, and mothers had particular problems with competitive feelings toward the childcare person(s) used.

147. Rapoport, R. and R.N. Rapoport. "The Dual Career Family: A Variant Pattern and Social Change." *Human Relations,* 22 (January 1969): 3-30.

_______________. "Early and Later Experiences As Determinants of Adult Behavior: Married Women's Family and Career Patterns." *British Journal of Sociology,* 22 (March 1971): 16-30.

_______________. *Dual-Career Families.* Great Britain: Penguin Books, 1971.

_______________. *Dual-Career Families Re-Examined: New Integrations of Work and Family.* New York: Harper Colophon Books, 1976.

These works relate to the author's now classic in-depth case study of sixteen families in England, of which thirteen are functioning dual-career families and three are families in which the dual-career aspect was given up by the wife's breaking of her career temporarily. The purpose was to explore families in which both men and women pursue both career roles and family roles. The authors were interested in the mechanisms used by the couples to strike a series of role bargains to reduce or otherwise deal with the strains and dilemmas they experience. Five dimensions of stress were identified: overload dilemmas, personal norm dilemmas, dilemmas of identity, social network dilemmas, and role cycling dilemmas. Couples experience stress from societal and familial attitudes, crisis of sex-role identity, and separateness from friends and relatives caused by time pressures. In addition, stress of the career woman focused on: guilt feelings related to leaving very young children with caretakers and older children to take care of themselves. The 1976 revised edition of *Dual-Career Families* includes a review of recent studies on dual-career families and a discussion of important policy issuess. The authors emphasize that there has been little increase in male participation in domestic work which causes "a new bottleneck" and a greater share of stress to fall on the working mother.

148. Rapoport, R. and R. Rapoport (eds.), with J. Bumstead, *Working Couples.* New York: Harper and Row, 1978.

A collection of twelve papers examining special patterns, special issues and resolutions which have been found satisfactory among this growing number of working couples. The first three papers examine special circumstances faced by professional dual worker families; joint job-seeking in the same institution or close geographical area; problems involved in occupations that require high commitment; and the particular problems of wives of executives where there is a "hidden contract" regarding the role of the wife as a main supporter of her husband's career. The next section highlights the fact that organizational and social norms often make the relationship more stressful as couples strive for more egalitarian patterns of marriage. Different types of work arrangements and advantages and disadvantages of non-traditional solutions are explored. Parents and Choosing Child Care Arrangements are the chapters most directly related to working mothers. Chapter 5 examines the lives of 14 couples with children to see the impact of working on the organization and management of family life. Parents in dual worker families must cope with increased demands on their own time and energy and fear that they may be doing harm to their children by breaking with tradition; and women expect a great deal of themselves as mothers and assume primary responsibility for household and childcare.

149. Ridley, C.A. "Exploring the Impact of Work Satisfaction and Involvement on Marital Interaction When Both Partners are Em-

ployed." *Journal of Marriage and the Family,* 35, 2 (May 1973): 229-37.

Analysis of the effects of job satisfaction and involvement on marital adjustment of 103 married female teachers and their husbands. The findings showed that men's work is a major source of satisfaction which contributes to their self-worth, and men tend to integrate their work and family satisfaction. For women, in most cases, work roles were secondary, although women's perception of their work as dominant will have an impact on their marital adjustment.

150. Roach, R. "Honey Won't You Please Stay Home." *Personnel and Guidance Journal,* 55, 2 (1976): 86-91.

Examines stress in relationships with husband and family of women who return to school. The returning student becomes less traditional in her sex role behavior and attitudes. The family reacts negatively to the change in mother/wife/housewife. The author offers possible coping mechanisms and ways of reducing stress, and calls for counseling and support programs at the college level.

151. Robeson, E. "Strain and Dual Role Occupation Among Women." Ph.D. dissertation, City University of New York Graduate Center, 1977.

A survey, conducted in 1971 by the University of Michigan was used to measure strain and to establish differences relative to various levels of education, income, and occupation. The hypothesis tested was that women involved in dual roles, especially employed, married women with children, maintained the highest strain. Housewives who are not employed have less strain than mothers who are employed. The strain for working women is increased if children are under 6 and family income is below $10,000. However, reduction in strain starts to occur around 36 for all women regardless of presence of children. For a fuller understanding of the relationship between strain and dual roles, the interplay of economic conditions with the process of how women evaluate their roles is necessary.

152. Rubin, L.B. *Worlds of Pain.* New York: Basic Books, Inc. 1976.

In-depth interviews with couples in 50 working class families were done. The major findings identify the hopelessness and powerlessness which all the individuals feel. The chapter on "Work and Its Meaning" demonstrates in a most incisive way the maintenance of the traditional roles of the women and the multiple responsibilities which these women must assume if they make the decision to work. Although 58% of the women worked outside the home, most in part-time jobs, work outside the home often meant another burden in the marriage.

153. Scarato, A.M. and B.A. Sigall. "Multiple Role Women." *The Counseling Psychologist*, 8, 1 (1979): 26-27.

Provides valuable guidelines for counselors to help the "multiple role woman" (MRW), a person who is simultaneously involved in primary responsibilities in and out of the home. They suggest that practitioners have knowledge about sex stereotyping and women workers, and be free of biases themselves. The special concerns of the MRW are overload from performing multiple roles, and lack of support or loss of approval of family, friends and society, the social isolation that results from not fitting any single role pattern, and the "superwoman" tendency to try to fill all competing demands herself.

154. Scher, M. "Psychiatrist-Wife-Mother. Some Aspects of Role Integration." *American Journal of Psychiatry*, 133 (July 1976): 7.

A Psychiatric Association Task Force on Women conducted a study to explore differences in areas of family-career conflicts among male and female psychiatrists. Almost 50% of the women expressed concern about combining roles although the males didn't. Women had children later than men to avoid conflict and women handled conflict by reducing career demands, working fewer hours and using substitute childcare. Females are aware of the interplay between personal life and work which shows that there is a need to cultivate family support systems.

155. Zinn, M.B. "Employment and Education of Mexican-American Women: The Interply of Modernity and Ethnicity in Eight Families." *Harvard Educational Review*, 50, 1 (February 1980): 47-62.

Data from interviews and participation observation were used to compare families of employed and non-employed Mexican-American wives to determine the effects of employment on conjugal power and on ethnic identity. All families had teenage children and all employed wives had some college. Families were evenly divided between lower and middle classes based on husband's occupation. Economic independence outside the home increased women's power inside the home, but did not decrease cultural identification. Family changes do not always lead to substitution of traditional patterns for modern patterns. The more egalitarian couples were both modern and ethnic.

D. Changing Concepts and Images of the Working Mother

156. Bernard, J. "Changing Family Lifestyles: One Role, Two Roles, Shared Roles." *Issues in Industrial Society,* 2 (1971): 18-21.

Discusses the concept of role ideology for women. The twentieth century was almost half over when the one-role ideology for women—that they should be unpaid home workers—was officially challenged. During the early 1960's women were encouraged to work outside the home, basically because they were needed in the work force. Further research also showed that if wives wanted to work and did, they were happier wives and often better mothers. What is really needed, argues Bernard, is not a two-role ideology as has been developing, but a shared role ideology in which a more flexible policy is made toward part-time work for both parents, and both parents share the domestic roles as well.

157. Boulding, E. "Familial Constraints on Women's Work Roles." Paper no. 5 International Women's Year Studies on Women, Program of Research on General Social and Economic Dynamics, Institute of Behavioral Science, University of Colorado, May 1975.

Explores the work roles of women throughout history using a social anthropology approach. The three critical societal roles of "breeder-feeder-producer" have always been filled by women, with men sharing the producer role. From the Greek and Roman times to now, constraints on the woman worker have been similar: the fiction of the male as head of the household; the familial division of labor; and wage and labor differentials. The author's suggested contemporary solution to the problems of women's role is to expose men to breeder and feeder roles.

158. Eisenberg, L. "Caring for Children and Working: Dilemmas of Contemporary Womanhood." *Pediatrics,* 56, 1 (July 1975): 24-28.

Argues for a more fully human society which will allow individuals full personal choice as well as an opportunity to maximize their potential. Two suggested innovations are the rediscovery of grandparents, and the reestablishment of intergenerational ties between adolescents and toddlers. "We must move to occupational child-care and household roles which will be more completely shared than they have been in the past."

159. Franzwa, H.H. "Working Women in Fact and Fiction." *Journal of Communication,* 24, 2 (Spring 1974): 104-09.

Examines a total of 155 characters from a sample of popular magazines between the years of 1940-1969 in Ladies Home Journal, Good Housekeeping and McCalls. In 1950, 1960, and 1970, "not a single woman who was married worked . . . the stories usually presented women as creatures who were defined by men in their lives." There is a need for women's magazines to suggest to readers that they broaden their horizons.

160. Gross, H.G. "Women's Changing Roles: Gynecologists Views." *Women and Health*, 2, 3 (Nov/Dec 1977): 9-18.

Explores attitudes of 95 gynecologists toward maternal employment and male and female sex role attitudes. Almost half of the respondents felt that maternal employment had a negative effect on children and one-third perceived negative effects on mothers as well. Catholics held the most traditional views and Jews the most modern views. It is significant "that men who will be asked for advice about decisions affecting women's role options still have generally traditional opinions about the affects of these role changes."

161. Helson, R. "The Changing Image of the Career Woman." *Journal of Social Issues*, 28, 2 (1972): 33-46.

Examines the social determinants of attitudes toward career women over the last few decades, and changes in these attitudes as reflected in psychological research. Presumably objective psychological research is strongly influenced by societal attitudes and norms. There is a need for studies "to support a new level of intellectual and professional participation on the part of women."

162. Mead, M. "Working Mothers and Their Children." *Childhood Education*, 47, 2 (November 1970): 66-71.

How can institutions be developed which will allow and promote continuity of care by working mother herself or close relative, friends, or neighbor? Mead contends that government and commercial institutions cannot provide the continuity of care and nurturing personnel necessary for the task. The solution is a return to breastfeeding which would force employers to make provision for childcare close to working mothers for at least 6 months as is done in other countries, and to more communal or cooperative types or arrangements with neighboring households and relatives. The climate of opinion must be changed so that quality care for children of women who must work becomes national priority.

163. Rossi, A. "Children and Work in the Lives of Women." Unpublished paper, Barnard Women's Center, 1976.

A bio-social perspective on some of the problems which arise for women combining employment and family responsibilities. Suggests national childcare arrangements consist of relatives as caretakers; husband-wife coverage of childcare with the provision that both parents work on different time shifts and growth centers. "Women scholars and researchers must begin to provide the analysis women need to make demands and produce change in the institutions we are embedded in, so that work and children can coexist more harmoniously in our daughters' lives than they have or will in our own."

164. Russo, N. "The Motherhood Mandate." *Journal of Social Issues,* 32, 3 (1976): 143-53.

Examines the persistence of sex-typed behavior particularly as it applies to motherhood. With accessible means of birth control, access to role models, and especially a change in the value of children, the importance of motherhood is subject to question and attack. An understanding of resistance to change will be achieved only as we recognize the rootedness of the "motherhood mandate" in our society.

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III. Working Mother Content of Popular Child-Rearing Books

165. Bettleheim, B. *Dialogues With Mother*. New York: Avon, 1978.

A discussion with four mothers about parent-child problems which reflect only the problems of the mother: adjusting to domestic life after birth of first child, restlessness and dissatisfaction with life, boredom, lack of household help and babysitters and giving up of old interest. In response to these problems the author discourages mother from working outside the home "until child is in nursery school because child will resent it." The child is not capable of accepting mother's intellectual or artistic pursuits.

166. Boston Women's Health Collective. *Ourselves and Our Children*. New York: Random House, 1978.

An extensive assessment and discussion of the issues and factors which all parents, working or not must examine in relation to their child and themselves. The authors' experience, discussions with over 200 parents and consultations with professionals in the areas of children and families constitute the major methods used to develop the content of the book. The nine chapters deal with: considering parenthood; beginning parenthood; dealing with our children during the middle years (when they enter school) and teenage years; separating from our children when they become grownups; and different forms of families as a context for parenting. Throughout these chapters, sections are devoted to single parents, working parents and gay parents. An extensive bibliography is provided on the different issues covered throughout the book.

167. Brazelton, T.B. *Infants and Mothers*. New York: Delta, 1969.

Describes three composite case studies of an average baby, a quiet baby and an active baby, following their development and family interaction month by month through the first year. Working outside the home is an issue for one mother, a teacher who went back to work shortly after the birth of her first child, and employed a qualified elderly woman as babysitter. Brazelton notes that many well-educated mothers need intellectual stimulation outside of their mothering role, he later characterizes returning to work as an excape from the "tedious repetition" of being home, and a need for more immediate gratification than mothering provides. His bias is in favor of "a woman's most important role as the mother of her small children." "Two mothers are not as good as one in the first crucial years but the mothers' balance must be considered."

Brazelton suggests that society and women's education in particular recognize the value and intellectual challenge of mothering. Maternal emploment during a child's early years is explained as an inability of married women to face their own past mother-child experience. A final vignette describes the working mother feeding her distressed infant in the middle of the night, sadly thinking about all the contact with him she has missed during the day.

168. ________________. *Toddlers and Parents.* New York: Delta, 1974.

Devotes two and one-third out of eleven chapters to working parents. Chapter two describes the competitiveness which a working mother experiences with the caretaker of her 15 month old. The guilt of the working mother, says Brazelton, is "the biggest danger for women and their children." The chapter describes neurotic and harassed parents who are unconsciously neglecting and psychologically abusing their child which causes "parental guilt" and permissive parental behavior. Chapter 9 describes a professional work-oriented couple and their 2½ year old daughter. Although the child was carefully planned, she appears to be an "intrusion" in their lives. The couple seem to do everything right from non-sexist child-rearing to selection of and full participation in an excellent daycare center, but the daughter exhibits excessive attention seeking behavior, and confusion about her sex role identity. Brazelton concludes that the daughter's behavior problems stem from the parents' over-involvement in their careers. The single working mother is treated very sympathetically.

169. Callahan, S.C. *Parenting: Principles and Politics of Parenthood.* New York: Penguin Books, 1974.

Deals with cultural and national differences in parents; the general outlines of what good parents do; how to read 'how-to' parent books; questions other books ignore; how to deal with the world outside of the immediate family; whether parents are born or made; and future parenting. Callahan's strength is in addressing (1) both parents and (2) parenting and the larger society (class, culture, etc.). The critique of childrearing books is well done.

170. Caplan, F. *The Parenting Advisor.* Garden City, N.Y.: Anchor Press/Doubleday, 1977.

Recognizes both financial and emotional needs for working. If a woman feels guilty and stays home, dissatisfaction with one's life gets transmitted to child and can be of greater potential damage than mother's absence. The authors suggest, however, that unless it is necessary to work for financial reasons, "it seems desirable that a mother should not take an outside job during first two years of her child's life." "Between three and twelve months the mother's absence can be damaging to baby's development." For childcare arrangements the advice is to get a good mother substitute. The father or grandparents or other relatives are good choices unless they disapprove of mother's working. The effect of maternal employment on older children seems to be positive. For infants and preschoolers, effects are related to provision of stimulating caretaking arrangements.

171. Caplan, F. *Parent's Yellow Pages.* Garden City, N.Y.: Anchor Books, 1978.

Outlines all the difficulties which a working mother will confront and then provides some helpful hints to make "mother's life easier" once she starts working. If a woman wants to work, can overcome all the "oppositional forces" including pediatricians, friends, relatives and spouse, and she is well-organized and efficient, then she should. The major suggestions for a woman who decides to work are; postpone work until the child is ready for a separation, work near home, hire a permanent and responsive babysitter. They point out that the major problems of working mother are fatigue and lack of good daycare facilities.

172. Chess, S., A. Thomas and H. Birch. *Your Child is a Person.* New York: Penguin, 1977.

Adamantly renders a verdict of "not guilty" for working mothers. Psychiatrists and psychologists are critized for accusing working mothers of hurting their children, which causes anxiety and guilt more harmful to both mother and child than work per se. Opposition to maternal employment is based on Freudian theory which has not been verified by empirical data. There is "no evidence that children suffer when their parents work." "A mother should be free to stay home or combine home and career."

173. Church, J. *Understanding Your Child From Birth to Three: A Guide to Your Child's Psychological Development.* New York: Random House, 1973.

Begins by giving clear and supportive messages about working mothers: there is no evidence that school age children are harmed by having a working mother, and some evidence that they are helped; women have a right to work, and to work at any occupation; men should share household and childrearing responsibilities; and not all mothers have mates. But the mother who works out of choice is warned that young children need attention and care, that good substitute care is expensive and difficult to find, and that "the child you wanted so badly that you were willing to assume the double burden of motherhood and work becomes more the hired caretaker's child than yours." Later discussion about support systems—daycare, fathers, and grandparents—all stress their disadvantages. "Given present economics, it is probably better for mother to defer working or [studying] fulltime at least for the first few years of her child's life."

174. Clarke-Stewart, A. *Child Care in the Family.* New York: Academic Press, 1977 (Carnegie Council on Children Publications).

Reviews research on child development, divided into childhood stages, and discusses the implications of that research for public policy. The author notes that "no consistent differences between preschool children of working and nonworking mothers have been found." Nevertheless, the last suggestion in this section is that "children who are under three years when their mothers begin work are more susceptible than older children to damaging effects of separations from mother and unstable or inadequate substitute care," (no reference). In the policy section it is reiterated that the best environment for the young child is in the family. In circumstances under which other childcare is needed, the best childcare program would be regular babysitter in home for first few years. Separate emphasis is placed on encouraging fathers to do more parenting, and on parent education programs. The audience for the book is clearly intended to be policy makers and possibly educators. The book is more substantive and informative about child development research than most popular books, but is not generally available to the public.

175. Comer, J.P. and A.F. Poussaint. *Black Child Care.* New York: Simon and Schuster, 1975.

A general childcare book in a question and answer format addressing concerns of black parents. Two questions are raised concerning working mothers. "Will I harm my baby by leaving him with a caretaker?" is asked by a mother who "must" work, and is answered by a denial of the importance of exclusive mothering as long as there is as much consistency as possible in the caretakers used. Mothers are advised to care for their children regularly after work, and the authors suggest that temporary separations and reunions may in fact be good for the child. A later question about the possibility of understimulating black babies is answered by a warning to working mothers that if they are too tired after work to play with their children the father should help or both parents should work less.

176. Dodson, F. *How to Discipline With Love.* New York: Rawson Association, 1977.

The belief that "both mother and father have a right to self-fulfillment through productive and useful work at an outside job" sets the tone for Chapter 17 on "Working Mothers." Its focus is on those mothers who clearly prefer to work and not those who work only for financial reasons. The author attempts to dispel all the myths about working mothers but feels, nevertheless, "that the complicted developments of the child's first three years of life are best presided over by a mother or father as a full-time caretaker." Dodson warns that guilt is a mother's worst enemy and "guilt feelings do not produce good parenting," but still concludes that "the only time mother should feel guilty of short-changing her child is when she works full-time during the first three years of her child's life."

177. Elkind, D. and I.B. Weiner. *Development of the Child.* New York: Wiley and Sons, 1978.

The authors devote one page to maternal employment, noting its statistical rise, citing a few studies, and concluding that "the effects of maternal employment upon children vary according to circumstances." In general, they feel "maternal employment need not, and usually does not, have any negative effects upon the children."

178. Fraiberg, S. *Every Child's Birthright: In Defense of Mothering.* New York: Basic Book, Inc., 1977.

Links non-attachment during the infant's first 18 months, and non-exclusive mothering during the first few years, to disasterous and depressing consequences throughout that child's life—from intellectual and emotional inabilities to anti-social and destructive behavior. The case for exclusive mothering, or mothering by a permanent omnipresent substitute, is made using selective historical, anthropological, ethological and psychological sources. Some claims, however, are not supported at all, and data on the effects of maternal employment on children are sparse. The message of the book is that: babies need constant attention from their mothers in order to develop into normal loving responsible human beings, and this loving attention cannot be given by anyone other than the mother to achieve this result. The policy implications are that rather than develop childcare programs for working mothers, the government should provide incentives to mothers to stay home from work during the first years.

179. Ginott, H.G. *Between Parent and Child.* New York: Avon Books, 1973.

When a woman is bored with childbearing and housekeeping or when a husband does not appreciate the complexity of being a wife and mother, children will look down on the traditional roles of women. Girls in such homes may become competitive. If the man allows the woman to be "boss," children grow up with little admiration for men. It is essential to rear sons who are male and daughters who are female, in view of the fact that biological facts are immutable. "Finally, life is easier when most men and women are not engaged in mutual competition and rivalry."

180. Glickman, B.M. and N.B. Springer. *Who Cares for the Baby? Choices in Child Care*. New York: Schocken Books, 1978.

Examines the pressures that lead mothers to move away from full-time mothering, "shifting and responsibility to trained professionals who will be in charge of their children for eight or nine hours a day." Mothers are led from mothering by economic necessity, changing lifestyles, higher education and changing family patterns. The devaluation of mothers and housework, and the influence of feminists further accelerates this trend. There is a lack of knowledge about the long-term effects of daycare on children, but they assume children raised even in a well-run daycare center will be different adults than they would have been if raised in a healthy, caring, competent family. For mothers who must work, the authors support part-time work or part-time schooling during a child's early years. For mothers who will be away from their young children they call for childcare that is affordable and high quality.

81. Hope, K. and N. Young (eds.). *MOMMA: The Sourcebook for Single Mothers*. New York: NAL, 1976.

An anthology of writings and interviews with single mothers, very personal and experiential. Two important sections are "Doing it/Making it" which is mainly about work, with some pieces about welfare or other means of support, and another on children. There is little direct discussion of working and mothering, and no direct help for the single working mother. Phyllis Fleishman "Reflecting on Work and Child Care" (she runs a school in Los Angeles) deals superficially with the subject, and most directly with how to choose a daycare center.

182. Kelly, M. and E. Parsons. *The Mother's Almanac*. Garden City, N.Y.: Doubleday, 1975.

Discusses choice of motherhood and decision to work. Authors state that "any child will prosper more if his mother can stay home for the first three years. They are the most critical in his life." They advocate that the mother look for some outside volunteer activity when child is about six months, because the mother-child relationship can get stifling and promote too much dependence. They discuss extensively volunteer work "because it provides flexibility and also an opportunity to develop skills." "After baby's first year you may give in to lure of a paid part-time job—perhaps as much as 20 hours a week." Full-time work is not encouraged unless there is an urgent financial need prior to age three. They suggest "once you decide to work, regardless of the age of your child, don't feel guilty." However, it is important to have a supportive husband and reliable sitting arrangements.

183. Lomax, E.M.R. *Science and Patterns of Child Care*. San Francisco, CA: W.H. Freeman, 1978.

Historical analysis of the work of influential theorists and their critics to trace part of the history of scientific studies in child development. Of interest to the study of working mothers is the section on "Maternal Deprivation" which traces the concept historically (roughly 1943-51). Effects of early institutionalization on child development to maternal separation in early childhood and studies on extent to which early behavior is predictive of adult personality are discussed. The empirical research did not support the more extreme psychoanalytic viewpoint which implicitly bound mothers to their infants more tightly than ever before in history.

184. Papalia, D.E. and S.W. Olds. *A Child's World*. New York: McGraw Hill, 1975.

A college text provides a factual summary of maternal employment statistics (1970) for white and black women and a synopsis of the effects on children. Based on review of literature suggests working *per se* has no known effect; maternal employment may positively affect sex-role views; and the quality of care, not the quantity, is important.

185. Pomeranz, V.E. *The First Five Years: A Relaxed Approach to Child Care*. New York: Doubleday, 1973.

Based on twenty years' experience with parents and their families four basic themes are developed: there is no one right way to raise a child, but it is important that women trust their instincts; always tell your child the truth, express your feelings honestly, and don't be afraid to admit errors; bear in mind that children are people and not just short adults; and finally, think of yourself first, and the child afterward. The decision to work must be based on a woman's own feelings, financial and/or other family circumstances.

186. Radl, S.L. *Mother's Day is Over.* New York: Charterhouse, 1973.

Interviews with about 200 women, ranging economically from lower to upper middle class, from high school graduates to Ph.D. and childless women as well as women with five children. All mothers experience ambivalent feelings but recognition of these feelings will enable the women to decide whether she wants a child. Throughout the book, difficulties encountered with children are discussed at different developmental stages and how to handle them. Chapter 12 on working women entitled, "Doctor, Lawyer, Indian Chief . . . or Mother," cites particular cases of women who worked and mothered. She concludes, "for now, mother is a career generally reserved for women—it is a grueling, painful, formidable, and must be the top-priority job. It cannot take a back seat to any other career. The implication is that if a woman is not willing to experience "grueling" routine and make child-rearing her first career, then she shouldn't have children.

187. Rice, F.P. *A Working Mother's Guide to Child Development.* Englewood Cliffs, N.J.: Prentice-Hall, 1979.

General child development book focusing on working mothers. Discusses child development, childcare options and concerns and the family (including single parent families, dual career families, marriage and divorce). The sections give specific attention to issues of concern to working mothers such as the effect of maternal employment on children, sex role development in adolescence, and particular problems regarding separation or discipline. It provides a balanced perspective and supportive information lacking in other sources.

188. Salk, L. *What Every Child Would Like His Parents to Know.* New York: Warner Paperback Library, 1973.

"Can a mother work and be a good parent?" is the question posed. Author responds affirmatively, but makes several qualifications: "Generally speaking, if a mother does not have to work, if she has a husband to support her or if she has saved for the birth of her first child, she should stay home for the first nine or ten months of the baby's life." He also suggests that after this period if a mother decides to work she should arrange to return home in the middle of the day to avoid "disturbing separations." If mothers must work, the mother is to assume, as she should, the primary role. Fathers should take a more active parenting role, since "fatherhood has many rewards and satisfactions."

189. Schaffer, R. *Mothering.* Cambridge, MA: Harvard University Press, 1977.

Analysis of the literature on the mother-child relationship to examine "mothering," regardless of who actually carries on the process. Studies conducted have been biased and inconclusive and have generally followed the popular trend of the particular historical period. In Chapter 7, "Do Babies Need Mothers?," he argues that the mothering role can be fulfilled competently by either a male or female, since there is nothing to indicate any biological need for an exclusive primary bond; nothing to suggest that mothering cannot be shared by many people. Since research has "not unveiled any clear-cut differences between the children of working and nonworking mothers, it would be improper to give advice to mothers that goes against their personal inclination."

190. Segal, J. and H. Yahraes. *A Child's Journey: Forces that Shape the Lives of Our Young*. New York: McGraw-Hill, 1978.

Deals with claims about the effects of maternal employment on children. In the section "When Mother is Absent," the authors emphasize literature that challenges the negative effects of maternal employment *per se,* stressing instead the factors of family stability, maternal role satisfaction, stable and adequate substitute care. The authors challenge the assumption that nonworking mothers spend more time or more quality time with their children.

191. Smith, H.W. *Survival Handbook for Preschool Mothers*. Chicago: Follett Publishing Co., 1978.

Major theme is that the job (mothering) is too important to trust to someone else—since it is the child's foundation for life. Women are advised to stay home for the first three years. Otherwise, she offers hints on spending quality time with the child.

192. Spock, B. *Baby and Child Care*. New York: Pocket Books, 1977.

Spock's perspective on working mothers is reflected in his conclusion of a chapter on special problems. Motherly individual care is critical for the first three years of life. Although he recognizes that a few mothers, particularly those with professional training, need to work for personal fulfillment, for other mothers, they should not work unless absolutely necessary, lest their children grow up "neglected and maladjusted." Cautions a working mother not to succumb to the temptation to spoil her child "because she is starved for her child's company."

193. White, B.L. *The First Three Years of Life*. Englewood Cliffs, N.J.: Prentice-Hall, Inc., 1975.

Major theme of discussion is that whether the mother decides to work or not should be guided by understanding that all the learnings in early years of childhood are ordinarily guided by mother. If a mother is aware of the importance of what is going on in a child's development, she will be likely to stay home part of the day.

194. Yussen, S.R. and S. John. *Child Development: An Introduction*. Dubuque, Iowa: Wm. C. Brown, 1978.

"Mother Absence" section discusses issues that have been raised re: the effects of maternal employment on children. The suggestion that childrearing practices differ between working and nonworking mothers has not been proven and there is no evidence that mother's employment itself is linked to higher juvenile delinquency rates. There is also little or no evidence to link maternal employment with cognitive or emotional deprivation in school-age children.

IV. Bibliographies on Working Women

195. Astin, H.S., N. Suniewick and S. Dweck. *Women—A Bibliography on Their Education and Careers.* New York: Behavioral Publications, 1974.

Annotated bibliography containing 352 citations. Three of eight areas are of particular interest—"Determinants of Career Choice," "Marital and Familial Status of Working Women," and "Women in the World of Work." Maternal employment articles are scattered throughout, with 16 listings specifically under 'Maternal Employment' in the subject index. Primary emphasis was on research conducted in the last decade, though important articles from the fifties were included.

196. Bickner, M.L. *Women at Work: An Annotated Bibliography,* Vol. I. Los Angeles: University of California, Institute of Industrial Relations, 1974.

Selective bibliography of 600 listings on working women, that includes studies, journals, government publications and topical reports from 1960 through 1974. A special effort was made to include publications dealing with non-professional women and minority women. General and historical topics were covered, as well as education and training, working women (statistics, characteristics, earnings, attitudes), occupations, special groups ("Working Mothers"—76 entries in category index, "Minority Women" —66 entries) public policy and bibliographies. Maternal employment references can be found in the "Working Mothers" section and scattered throughout.

197. Phelps, A., H.S. Farmer and T.E. Backer. *New Career Options for Women: A Selected Annotated Bibliography.* New York: Human Sciences Press, 1977.

Annotated bibliography contains 240 listings covering the where, when, and how of women at work; women's earnings, education, and career counseling. Chapter 4, "Special Issues" includes a section, "Does the Working Mother Hurt Her Children?" with 10 references, from the early 70's, which are focused on the working mother. Other articles are included in other sections.

198. Seegmiller, B.R. "Maternal Employment: A Bibliography." *Catalog of Selected Documents in Psychology,* 5 (Spring, 1975): 233+.

Bibliography contains 283 articles, on the topic of maternal employment. Includes journal articles, convention presentations, books, theses, dissertations, unpublished manuscripts, and governmental and group publications, covering a variety of topics, such as affects of maternal employment on children, sex role stereotyping, maternal work satisfaction, and childrearing practices. Only 51 of the citations date from 1970's, the vast majority are from the 1950's and 1960's.

V. Children's Books About Working Mothers

199. Brownstone, C. *All Kinds of Mothers*. McKay, 1969.

Grades 4-7. Multi-ethnic, depicting mothers who work at home and outside.

200. Byars, B. (Illus. by E.A. McCully). *Go and Hush the Baby*. New York: Viking.

Mother works at home as artist. Don asked to quiet the baby before he goes out to play. Comedy.

201. Caines, J. *Abby*. New York: Harper and Row, 1973.

Ages 4-7.

202. English, B.L. *Women at Their Work*. New York: Dial Press, 1977.

Twenty-one women explain their work, and feelings about it, including surgeon, fire-fighter, radio interviewer, carpenter, judge, rabbi. Women portrayed as involved and caring. For "boys and girls, men and women." Illustrated with photos.

203. First, J. *Getting Smarter*. Englewood Cliffs, N.J.: Prentice-Hall, 1974.

Girl's adjustment to mother's outside employment.

204. Gardner, R. *The Boys and Girls Book About Divorce*. New York: Bantam, 1971.

A book written for children about divorce but mentioning different reasons mothers work so children can have good food, clothing, and because they enjoy work. Children might think they are not loved but this is *usually* not so. Children, as well as mothers should have their own interests, such as clubs and after school activities so they don't feel sad and lonely about mother's working.

205. Grosbois, L., N. Lacelle, R. Lamothe and L. Nantele. (trans. from French by C. Bayard). *Mommy Works on Dresses*. 280 Bloor St. West, Ste. 313, Toronto, Ontario, Canada: The Women's Press, 1977.

Mother describes her working conditions in a garment factory to daughter, to help "children to understand and question the nature of work in our society." Describes factory, co-workers, delineation of jobs, assembly line. Mother unhappy with job—boring, unfulfilling, underpaid, hard. "You have to work like machines." Complains about receiving very unfair share of profits.

206. Heyman, A. (photographer) and W. Saul (author). ***Butcher, Baker, Cabinetmaker. Photographs of Women at Work.*** New York: Thomas Y. Corwell, 1978.

Photographs and text introduce women employed in jobs traditionally held by men. Photos are of women engaged in activity. Not specifically 'mothers.' Attempts to show reader that women can and do hold jobs thought of as men's work. For 'very young children.'

207. Klein, N. *Blue Trees, Red Sky.* New York: Dell Publishing, 1975.

This book (grades 2-5) is told from the perspective of 8 year old Valerie, who is unhappy because her mother works, and she is left with a babysitter much of the time. The mother is portrayed as both hard-working and caring. At the end, Valerie's mother encourages her to find work she'll love, too.

208. Lasker, J. *Mothers Can Do Anything.* Chicago: Albert Whitman and Co., 1976 (3rd Printing).

Shows through text and illustrations vocations and avocations mothers follow including women whom children regularly see—teachers, policewomen, dentists and some rarely seen—research workers, painters, tennis players, plumbers, subway conductor and musician.

209. Maury, I. *My Mother the Mail Carrier. Mi mama is cartera.* (Illus. by L. McCrady) (trans by N.E. Alemany). Old Westbury, N.Y.: The Feminist Press, 1976.

A five year old describes the loving and close relationship she has with her mother, a mail carrier, and also relates some aspects of her mother's job. Mother likes work, spends time with daughter. Confronts male chauvinism at work and in her personal life. No father present. Child admires mother, and has her own personality. Story and illustration. No age level given. In Spanish and English.

210. Meeriam, E. *Mommies at Work.* (Ill. by B. Montressor). New York: Scholastic Book Services, 1955, 1961.

Describes what mothers do in home—make cookies, find mittens, wash dishes; and at job: dancers, T.V. directors, elevator operators. Closes with, "and all mommies loving the best of all to be your very own mommy, and coming home to you." Story and illustration. No age level specified.

211. Puroweicki, S. *Joshua's Day*. Lollipop Power.

Ages 3-6. Mother single photographer, child attends daycare center.

212. Schick. *City in Winter*. New York: MacMillan, 1973.

Ages 4-7. Mother works, grandma takes care of son.

213. Wiesner, W. *Turnabout*. Seabury Press, 1972.

Ages 4-8. About difficulties of women's traditional work.

VI. Technical and Government Reports

"Annual Study Shows Increase in the Number of Children Whose Mothers Work." *News.* Washington, D.C.: United States Department of Labor, Office of Information, February 25, 1977.

"A Statistical Portrait of Women in the United States: 1978." Current Population Reports, Special Studies, Series P-23, No. 100, U.S. Department of Commerce, Bureau of the Census, February 1980.

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Erickson, J.A. "Work Attachment and Home Role Among a Cohort of American Women." (dissertation). Washington, D.C.: Employment and Training Administration, Office of Research and Development, 1976.

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Newman, Morris J. "A Profile of Hispanics in the U.S. Work Force." Bureau of Labor Statistics, *Monthly Labor Review,* Vol. 101, Number 12, December 1978.

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